## GSA

#### **GENERAL SERVICES AGENCY**

(Ahensian Setbision Hinirat)
Government of Guam

148 Route 1 Marine Drive, Piti Guam 96915

Tel: 475-1713 \* Telefax: 472-4217; 475-1716; 475-1727

Accountability

\* Impartiality

Competence

Openness

Value

\*

### **INVITATION FOR BID NO.: GSA-047-22**

\*

### **DESCRIPTION:**

Promotional Items (Department of Public Health and Social Services)
THIS IS AN INDEFINITE QUANTITY BID

## SPECIAL REMINDER TO PROSPECTIVE BIDDERS

Bidders are reminded to read the Sealed Bid Solicitation and Instructions, and General Terms and Conditions attached to the IFB to ascertain that all of the following requirements checked below are submitted in the bid envelope, in duplicate, at the date and time for bid opening.

- (X) BID GUARANTEE (15% of Bid Amount) May be in the form of; Reference #11 on the General Terms and Conditions
  - a. Cashier's Check or Certified Check
  - b. Letter of Credit
  - c. Surety Bond Valid only if accompanied by:
    - 1. Current Certificate of Authority issued by the Insurance Commissioner;
    - 2. Power of Attorney issued by the Surety to the Resident General Agent;
    - 3. Power of Attorney issued by two (2) major officers of the Surety to whoever is signing on their behalf.
- (X) BROCHURES/DESCRIPTIVE LITERATURE;
- (X) AFFIDAVIT DISCLOSING OWNERSHIP and COMMISSION
  - a. Date of signature of the person authorized to sign the bid and the notary date must be the same.
- (X) OTHER REQUIREMENTS:

Affidavit re Ethical Standards, Affidavit re No Gratuities or Kickbacks, Special Provision; Restriction Against Sexual Offenders, Affidavit D.O.L. Wage Determination, Affidavit re Non-Collusion, Affidavit re Contingent Fees,

(X) CURRENT BUSINESS LICENSE/CONTRACTOR'S LICENSE/SPECIALTY LICENSE
IN REFERENCE TO SUPPLIES OR SERVICES FOR THIS BID must be submitted prior to
an award

This reminder must be signed and returned in the bid envelope together with the bid. Failure to comply with the above requirements may be cause for disqualification and rejection of the bid.

| On this d                 | ay of                       | , 20         | )2, I_   |                       | ,               |
|---------------------------|-----------------------------|--------------|----------|-----------------------|-----------------|
| authorized representative | of                          |              |          | _ acknowledge receipt | of this special |
| reminder to prospective b | oidders with the above refe | erenced IFB. |          |                       | -               |
|                           |                             |              |          |                       |                 |
|                           |                             | A.           |          |                       |                 |
|                           |                             | Bidder       | Represei | ntative's Signature   |                 |

DOA 132 Re

## Invitation for Bid: GSA-047-22

# Promotional Items (Department of Public Health and Social Services) ACKNOWLEDGEMENT RECEIPT FORM

Please be advised that to be considered a prospective bidder you must fill out this Acknowledgement receipt form. Please submit form by Fax to 475-1727 and email to gsaprocurement@gsadoa.guam.gov

Acknowledgement Receipt Form must be submitted no later than three (3) days upon receipt of IFB package.

| Name                         |  |
|------------------------------|--|
| Signature                    |  |
| Date                         |  |
| Time                         |  |
| Contact Number               |  |
| Fax Number                   |  |
| Contact Person regarding IFB |  |
| Title                        |  |
| E-Mail Address               |  |
| Company/Firm                 |  |
| Address                      |  |

Note: GSA recommends that prospective bidders register current contact Information with GSA to ensure they receive any notices regarding any changes or update to the IFB. The procuring agency and GSA will not be liable for failure to provide notice to any party who did not register current contact information.

All questions and concerns in regards to this bid must be submitted to the General Services Agency via fax attention to the Chief Procurement Officer no later than Monday, May 2, 2022 close of business at 5:00pm.

Reference Page 29 of 34 #2(e) - No Entitlement To Preparation Costs – the bidder expressly waives any right it may have against the government for any expenses incurred in connection with the preparation of its bid.

Note: Pursuant to the Pandemic of Cornavirus (COVID-19), GSA adheres with the "Distance Socializing" under the Emergency Executive Orders 2020-03 thru 2020-20. GSA kindly ask for your cooperation in the matter, to limit your company's representatives to one (1).

## **INVITATION FOR BID**

**ISSUING OFFICE:** 

CLAUDIA S. ACFALLE
Chief Procurement Officer

GENERAL SERVICES AGENCY GOVERNMENT OF GUAM 148 ROUTE 1, MARINE DRIVE PITI, GUAM 96915

| DATE ISSUED: <u>04/27/2022</u>  | BID IN  | VITATION NO: GSA-047-22  |
|---|---|--|
| BID FOR: Promotional Items SPECIFICATION: SEE ATTACHED  |   |  |
| DESTINATION: <u>DEPARTMENT OF PUBL</u>  | IC HEALTH & SOCIAL  | <u>SERVICES</u>  |
| REQUIRED DELIVERY DATE: 45 days to as needed basis upon the availability of funds. To of one (1) year the contract shall be reviewed even | THIS IS AN INDEFINITE very 6 months supported by                | QUANTITY BID. Within this contract period  |
| INSTRUCTION TO BIDDERS:   |   | ***************************************  |
| INDICATE WHETHER: INDIVIDUAL  | PARTNERSHIP   | CORPORATION  |
| INCORPORATED IN:  |   |  |
|   |   | n (Time) 10:00am, Date: 05/13/2022 and shall be publicly attached General Terms and Conditions, and Sealed Bid   |
| on the schedule provided, unless otherwise specified by the   | he bidder. In consideration to the undersigned agrees that this | vices at the price stated opposite the respective items listed he expense of the Government in opening, tabulating, and bid remain firm and irrevocable within 365 calendar days |
| NAME AND ADDRESS OF BIDDER:   | SIGNATURE AND TITLE<br>AUTHORIZED TO SIGN T                     |  |
|   |   |  |
| AWARD: CONTRACT NO.:  |   |  |
| ITEM NO(S). AWA   | RDED:   |  |
|   | CONTRACTING   | OFFICER:   |
|   | CLAUDIA S. ACF<br>Chief Procurement                             |  |
| NAME AND ADDRESS OF CONTRACTOR:   |   | D TITLE OF PERSON<br>D SIGN THIS CONTRACT:   |
|   |   |  |

## SPECIAL PROVISIONS

Promotional Items (Department of Public Health and Social Services)

This is an "Indefinite Quantity Bid" pursuant to Section 3119(i)(2) of the 2 GAR Procurement Regulations. The quantities reflected are annual estimated requirements projected within a twelve (12) month period. These amounts may increase during the term of this bid. However, regardless of the fluctuation of quantities, this bid shall be subject to the availability of funds.

### Delivery:

45 Days Upon Receipt of a Purchase Order. Delivery schedule time and quantity will be coordinated between the successful bidder and the requesting department on an as needed basis.

## **Contract Period:**

The term of this contract is for a period of one (1) year on an as needed basis dependent upon the availability of funds. Award will be based from the lowest to the highest. Within this contract period of one (1) year the contract shall be reviewed every 6 months supported by a written determination for continued need. 2GAR Div 4 §3319(i) and §6101 (5)(b)

## **Additional Requirement:**

In the event that other agencies within the Government of Guam, having the same requirements, upon notifications and acceptance of the additional requirements, the effective price of said bid, shall be used as a confirm price. This additional requirement shall not exceed the term of this bid.

## **AFFIDAVIT RE ETHICAL STANDARDS**

| CITY OF) ss.  |   |
|---|---|
| (SLAND OF GUAM )  |   |
| sworn, deposes and says that:   | [state name of affiant signing below], being first duly   |
| proposal. To the best of affiant's knowl<br>subcontractors or employees of offe<br>employee to breach any of the ethical<br>affiant promises that neither he or sh<br>employee of offeror will knowingly influe | [state one of the following: the officer of the offeror] making the foregoing identified bid or ledge, neither affiant nor any officers, representatives, agents, for have knowingly influenced any government of Guam standards set forth in 5 GCA Chapter 5, Article 11. Further, ne, nor any officer, representative, agent, subcontractor, or ence any government of Guam employee to breach any ethical 5, Article 11. These statements are made pursuant to 2 GAR |
|   | Signature of one of the following: Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.  |
| Subscribed and sworn to before me this  | s day of, 202   |
| NOTARY PUBLIC  My commission expires  |   |

AG Procurement Form 5 (Jul 12, 2010)

## **AFFIDAVIT re NO GRATUITIES or KICKBACKS**

| CITY OF)  |
|---|
| (ITY OF ) ) ss.  ISLAND OF GUAM )   |
|   |
| [state name of affiant signing below],  |
| being first duly sworn, deposes and says that:  |
| 1. The name of the offering firm or individual is [state name of offeror company] Affiant is[state  |
| one of the following: the offeror, a partner of the offeror, an officer of the offeror] making the foregoing identified bid or proposal.  |
| 2. To the best of affiant's knowledge, neither affiant, nor any of the offerors officers, representatives, agents, subcontractors, or employees have violated, are violating the prohibition against gratuities and kickbacks set forth in 2 GAR Division 4 § 11107(e). Further, affiant promises, on behalf of offeror, not to violate the prohibition against gratuities and kickbacks as set forth in 2 GAR Division 4 § 11107(e). |
| 3. To the best of affiant's knowledge, neither affiant, nor any of the offerors officers, representatives, agents, subcontractors, or employees have offered, given or agreed to give, any government of Guam employee or former government employee, any payment, gift, kickback, gratuity or offer of employment in connection with the offerors proposal.  |
| 4. I make these statements on behalf of myself as a representative of the offeror, and on behalf of the offerors officers, representatives, agents, subcontractors, and employees.  |
| Signature of one of the following: Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.  |
| Subscribed and sworn to before me this day of, 202  |
| NOTARY PUBLIC  My commission expires  |
|   |

AG Procurement Form 004 (Jul 12, 2010)

## **Special Provisions**

Restriction against Sex Offenders Employed by service providers to Government of Guam from working on Government Property.

If a contract for services is awarded to the bidder or offeror, then the service provider must warranty that no person in its employment who has been convicted of a sex offense under the provisions of chapter 25 of Title 9 of Guam code Annotated or of an offense defined in Article 2 of chapter 28 of Title 9 of the Guam Code annotated, or who has been convicted in any other jurisdiction of an offense with the same elements as heretofore defined, or who is listed on the Sex Offender Registry, shall provide services on behalf of the service provider while on government of Guam property, with the exception of public highways. If any employee of a service provider is providing services on government property and is convicted subsequent to an award of a contract, then the service provider warrants that it will notify the Government of the conviction within twenty-four (24) hours of the conviction, and will immediately remove such convicted person from providing services on government property. If the service provider is found to be in violation of any of the provisions of this paragraph, then the government will give notice to the service provider to take corrective action. The service provider shall take corrective action within twenty-four (24) hours of notice from the Government, and the service provider shall notify the Government when action has been taken. If the service providers fail to take corrective steps within twenty-four (24) hours of notice from the Government in its sole discretion may suspend temporarily and contract for services until corrective action has been taken.

|                                       | Signature of Bidde<br>Proposer, if an ind<br>Partner, if a partne<br>Officer, if a corpor | ividual;<br>rship; |
|---------------------------------------|---|--------------------|
| Subscribed and sworn before me this   | day of  | , 202              |
| IOTARY PUBLIC  My commission expires, | ,   |                    |

## FORM E

## DECLARATION RE COMPLIANCE WITH U.S. D.O.L. WAGE DETERMINATION

| Procurement No: GSA-04 Promotional Items  | <u>7-22</u>  |   |
|---|--|---|
| Name of Offeror Compa<br>certifies under penalty of   | •  | hereby  |
| (1) That I am<br>an officer of the of<br>procurement;   |  | (the offeror, a partner of the offeror, posal in the foregoing identified   |
| (2) That I have read a read:  | and understand the provisio  | ons of 5 GCA § 5801 and § 5802 which  |
| § 5801. Wage D  | etermination Established.  |   |
| sole proprietorship, a par<br>government of Guam, ar<br>whole or in part, is the<br>contractor shall pay such<br>Northern Mariana Islands | rtnership or a corporation ("con<br>nd in such cases where the con<br>direct delivery of service contro<br>n employee(s) in accordance wit | am enters into contractual arrangements with a ntractor") for the provision of a service to the ntractor employs a person(s) whose purpose, in acted by the government of Guam, then the lith the Wage Determination for Guam and the U.S. Department of Labor for such labor as is the government of Guam. |
| contract is awarded to a c<br>shall be paid to employee<br>the time of renewal adjus<br>the Wage Determination,                           | contractor by the government of<br>es pursuant to this Article. Should<br>tments, there shall be made stipt                                | ed by the U.S. Department of Labor at the time a Guam shall be used to determine wages, which any contract contain a renewal clause, then at ulations contained in that contract for applying at the Wage Determination promulgated by the ewal date shall apply.   |
| § 5802. Benefits  | ie.  |   |
| Article applies shall also co<br>this Article, such benefits  | ontain provisions mandating healt<br>having a minimum value as de<br>Department of Labor, and shall co                                     | tailed in this Article, any contract to which this th and similar benefits for employees covered by etailed in the Wage Determination issued and ontain provisions guaranteeing a minimum of ten  |
|   | in full compliance with 5 ement referenced herein;   | GCA § 5801 and § 5802, as may be  |
|   | d the most recent wage de<br>of Labor. (INSTRUCTIONS – Pla   | etermination applicable to Guam issued<br>lease attach!)  |
|   | Signature  | Date  |

AG Procurement Form 006 (Feb. 16, 2010)

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR By direction of the Secretary of Labor

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Director

Division of

| Wage Determination No.: 2015-5693 Revision No.: 16

Wage Determinations | Date Of Last Revision: 03/15/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026.

If the contract is entered into on or |With certain exceptions Executive Order after January 30 2022 or the an option is exercised) on or after January 30 2022:

after January 30 2022 or the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable |wage rate listed on this wage determination if it is higher) for all hours spent

performing on the contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at https://www.dol.gov/agencies/whd/government-contracts.

States: Guam Northern Marianas Wake Island

Area: Guam Statewide

Northern Marianas Statewide

Wake Island Statewide

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

| OCCUPATION CODE - TITLE                       | FOOTNOTE   | RATE     |
|---|------------|----------|
| 01000 - Administrative Support And Clerical O | ccupations |          |
| 01011 - Accounting Clerk I                    | 1          | 13.57*** |
| 01012 - Accounting Clerk II                   |            | 15.23    |
| 01013 - Accounting Clerk III                  |            | 17.04    |
| 01020 - Administrative Assistant              |            | 21.43    |
| 01035 - Court Reporter                        |            | 17.40    |
| 01041 - Customer Service Representative I     |            | 11.51*** |
| 01042 - Customer Service Representative II    |            | 12.94*** |
| 01043 - Customer Service Representative III   |            | 14.12*** |
| 01051 - Data Entry Operator I                 |            | 12.15*** |
| 01052 - Data Entry Operator II                |            | 13.25*** |
| 01060 - Dispatcher Motor Vehicle              |            | 17.39    |
| 01070 - Document Preparation Clerk            |            | 13.85*** |
| 01090 - Duplicating Machine Operator          |            | 13.85*** |
| 01111 - General Clerk I                       |            | 10.35*** |
| 01112 - General Clerk II                      |            | 11.29*** |
| 01113 - General Clerk III                     |            | 12.68*** |
| 01120 - Housing Referral Assistant            |            | 19.39    |
| 01141 - Messenger Courier                     |            | 11.37*** |
| 01191 - Order Clerk I                         |            | 12.57*** |
| 01192 - Order Clerk II                        |            | 13.71*** |
| 01261 - Personnel Assistant (Employment) I    |            | 15.95    |
| 01262 - Personnel Assistant (Employment) II   |            | 17.85    |
| 01263 - Personnel Assistant (Employment) III  |            | 19.89    |
| 01270 - Production Control Clerk              |            | 21.78    |
| 01290 - Rental Clerk                          |            | 11.10*** |

| 01300 - Scheduler Maintenance   |  |
|---|--|
|   | 15.55  |
| 01311 - Secretary I   | 15.55  |
| 01312 - Secretary II  | 17.40  |
| 01313 - Secretary III   | 19.39  |
| •   | 15.40  |
| 01320 - Service Order Dispatcher  |  |
| 01410 - Supply Technician   | 21.43  |
| 01420 - Survey Worker   | 16.96  |
| 01460 - Switchboard Operator/Receptionist   | 10.36***   |
| 01531 - Travel Clerk I  | 13.01***   |
|   |  |
| 01532 - Travel Clerk II   | 14.12***   |
| 01533 - Travel Clerk III  | 15.09  |
| 01611 - Word Processor I  | 14.53***   |
| 01612 - Word Processor II   | 16.31  |
|   |  |
| 01613 - Word Processor III  | 18.26  |
| 05000 - Automotive Service Occupations  |  |
| 05005 - Automobile Body Repairer Fiberglass   | 15.46  |
| 05010 - Automotive Electrician  | 14.52***   |
|   |  |
| 05040 - Automotive Glass Installer  | 13.58***   |
| 05070 - Automotive Worker   | 13.58***   |
| 05110 - Mobile Equipment Servicer   | 11.65***   |
| 05130 - Motor Equipment Metal Mechanic  | 15.46  |
|   |  |
| 05160 - Motor Equipment Metal Worker  | 13.58***   |
| 05190 - Motor Vehicle Mechanic  | 15.46  |
| 05220 - Motor Vehicle Mechanic Helper   | 10.66***   |
| 05250 - Motor Vehicle Upholstery Worker   | 12.64***   |
|   |  |
| 05280 - Motor Vehicle Wrecker   | 13.58***   |
| 05310 - Painter Automotive  | 14.52***   |
| 05340 - Radiator Repair Specialist  | 13.58***   |
| 05370 - Tire Repairer   | 12.67***   |
| -   |  |
| 05400 - Transmission Repair Specialist  | 15.46  |
| 07000 - Food Preparation And Service Occupations  |  |
| 07010 - Baker   | 10.47***   |
| 07041 - Cook I  | 13.26***   |
|   |  |
| 07042 - Cook II   | 15.46  |
| 07070 - Dishwasher  | 9.31***  |
| 07130 - Food Service Worker   | 9.45***  |
| 07210 - Meat Cutter   | 12.13***   |
|   | 9.27***  |
| 07260 - Waiter/Waitress   | 9.27***  |
| 09000 - Furniture Maintenance And Repair Occupations  |  |
| 09010 - Electrostatic Spray Painter   | 18.04  |
| 09040 - Furniture Handler   | 10.95***   |
| 09080 - Furniture Refinisher  | 18.04  |
|   |  |
| 09090 - Furniture Refinisher Helper   | 13.27***   |
| 09110 - Furniture Repairer Minor  | 15.70  |
| 09130 - Upholsterer   | 18.04  |
| 11000 - General Services And Support Occupations  |  |
| 11030 - Cleaner Vehicles  | 9.35***  |
|   | 9.35^^^  |
|   | 0 7 4 4 4 4  |
| 11060 - Elevator Operator   | 9.54***  |
|   | 9.54***<br>13.00***  |
| 11060 - Elevator Operator<br>11090 - Gardener   | 13.00***   |
| 11060 - Elevator Operator<br>11090 - Gardener<br>11122 - Housekeeping Aide  | 13.00***<br>9.54***  |
| 11060 - Elevator Operator<br>11090 - Gardener<br>11122 - Housekeeping Aide<br>11150 - Janitor   | 13.00***<br>9.54***<br>9.54***   |
| 11060 - Elevator Operator<br>11090 - Gardener<br>11122 - Housekeeping Aide<br>11150 - Janitor<br>11210 - Laborer Grounds Maintenance  | 13.00***<br>9.54***<br>9.54***<br>9.82***  |
| 11060 - Elevator Operator<br>11090 - Gardener<br>11122 - Housekeeping Aide<br>11150 - Janitor<br>11210 - Laborer Grounds Maintenance<br>11240 - Maid or Houseman  | 13.00***<br>9.54***<br>9.54***<br>9.82***<br>9.32***   |
| 11060 - Elevator Operator<br>11090 - Gardener<br>11122 - Housekeeping Aide<br>11150 - Janitor<br>11210 - Laborer Grounds Maintenance  | 13.00***<br>9.54***<br>9.54***<br>9.82***  |
| 11060 - Elevator Operator<br>11090 - Gardener<br>11122 - Housekeeping Aide<br>11150 - Janitor<br>11210 - Laborer Grounds Maintenance<br>11240 - Maid or Houseman<br>11260 - Pruner  | 13.00***<br>9.54***<br>9.54***<br>9.82***<br>9.32***<br>8.79***  |
| 11060 - Elevator Operator<br>11090 - Gardener<br>11122 - Housekeeping Aide<br>11150 - Janitor<br>11210 - Laborer Grounds Maintenance<br>11240 - Maid or Houseman<br>11260 - Pruner<br>11270 - Tractor Operator  | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 8.79*** 11.90***  |
| 11060 - Elevator Operator<br>11090 - Gardener<br>11122 - Housekeeping Aide<br>11150 - Janitor<br>11210 - Laborer Grounds Maintenance<br>11240 - Maid or Houseman<br>11260 - Pruner<br>11270 - Tractor Operator<br>11330 - Trail Maintenance Worker  | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 8.79*** 11.90*** 9.82***  |
| 11060 - Elevator Operator<br>11090 - Gardener<br>11122 - Housekeeping Aide<br>11150 - Janitor<br>11210 - Laborer Grounds Maintenance<br>11240 - Maid or Houseman<br>11260 - Pruner<br>11270 - Tractor Operator<br>11330 - Trail Maintenance Worker<br>11360 - Window Cleaner  | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 8.79*** 11.90***  |
| 11060 - Elevator Operator<br>11090 - Gardener<br>11122 - Housekeeping Aide<br>11150 - Janitor<br>11210 - Laborer Grounds Maintenance<br>11240 - Maid or Houseman<br>11260 - Pruner<br>11270 - Tractor Operator<br>11330 - Trail Maintenance Worker  | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 8.79*** 11.90*** 9.82***  |
| 11060 - Elevator Operator<br>11090 - Gardener<br>11122 - Housekeeping Aide<br>11150 - Janitor<br>11210 - Laborer Grounds Maintenance<br>11240 - Maid or Houseman<br>11260 - Pruner<br>11270 - Tractor Operator<br>11330 - Trail Maintenance Worker<br>11360 - Window Cleaner  | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 8.79*** 11.90*** 9.82***  |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver   | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 8.79*** 11.90*** 9.82*** 10.66***   |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician   | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 8.79*** 11.90*** 9.82*** 10.66***   |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant  | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 8.79*** 11.90*** 9.82*** 10.66***   |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant   | 13.00*** 9.54** 9.54** 9.82** 9.32** 8.79** 11.90** 9.82** 10.66**  18.23 18.23 25.01 25.01  |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant   | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 8.79*** 11.90*** 9.82*** 10.66***   |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant   | 13.00*** 9.54** 9.54** 9.82** 9.32** 8.79** 11.90** 9.82** 10.66**  18.23 18.23 25.01 25.01  |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist   | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 11.90*** 11.90*** 11.90*** 11.90** 11 |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician  | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 8.79*** 11.90*** 9.82*** 10.66***  18.23 18.23 25.01 25.01 16.32 36.12 25.99  |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist  | 13.00*** 9.54** 9.54** 9.54** 9.82** 9.32** 8.79** 11.90** 9.82** 10.66***  18.23 18.23 25.01 25.01 16.32 36.12 25.99 25.99  |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician   | 13.00*** 9.54** 9.54** 9.82** 9.32** 8.79** 11.90** 9.82** 10.66***  18.23 18.23 25.01 25.01 16.32 36.12 25.99 25.99 18.23   |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist  | 13.00*** 9.54** 9.54** 9.54** 9.82** 9.32** 8.79** 11.90** 9.82** 10.66***  18.23 18.23 25.01 25.01 16.32 36.12 25.99 25.99  |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician   | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 11.90*** 9.82*** 10.66***  18.23 18.23 25.01 25.01 16.32 36.12 25.99 25.99 18.23 16.30  |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I  | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 11.90*** 11.90*** 11.90*** 11.90* 11.90* 11 |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse II 12072 - Licensed Practical Nurse II   | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 8.79*** 11.90*** 9.82*** 10.66***  18.23 18.23 25.01 25.01 16.32 36.12 25.99 25.99 18.23 16.30 18.23 20.32  |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12070 - Medical Assistant  | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 11.90*** 9.82*** 10.66***  18.23 18.23 25.01 25.01 16.32 36.12 25.99 25.99 18.23 16.30 18.23 20.32 12.26***   |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse II 12072 - Licensed Practical Nurse II   | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 8.79*** 11.90*** 9.82*** 10.66***  18.23 18.23 25.01 25.01 16.32 36.12 25.99 25.99 18.23 16.30 18.23 20.32  |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12070 - Medical Assistant  | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 11.90*** 9.82*** 10.66***  18.23 18.23 25.01 25.01 16.32 36.12 25.99 25.99 18.23 16.30 18.23 20.32 12.26***   |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Assistant 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Laboratory Technician 12160 - Medical Record Clerk | 13.00*** 9.54** 9.54** 9.54** 9.82** 9.32** 8.79** 11.90** 9.82** 10.66**  18.23 18.23 25.01 25.01 16.32 36.12 25.99 25.99 18.23 16.30 18.23 20.32 12.26*** 18.82 13.61***   |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12073 - Medical Assistant 12130 - Medical Laboratory Technician       | 13.00*** 9.54*** 9.54*** 9.82*** 9.32*** 11.90** 11.90**  |
| 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Assistant 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Laboratory Technician 12160 - Medical Record Clerk | 13.00*** 9.54** 9.54** 9.54** 9.82** 9.32** 8.79** 11.90** 9.82** 10.66**  18.23 18.23 25.01 25.01 16.32 36.12 25.99 25.99 18.23 16.30 18.23 20.32 12.26*** 18.82 13.61***   |

| 10105 Madian I Managaminhi anigh                       |          | 16 20         |
|--|----------|---------------|
| 12195 - Medical Transcriptionist                       |          | 16.30         |
| 12210 - Nuclear Medicine Technologist                  |          | 40.06         |
| 12221 - Nursing Assistant I                            |          | 11.34***      |
| 12222 - Nursing Assistant II                           |          | 12.75***      |
| 12223 - Nursing Assistant III                          |          | 13.91***      |
| 12224 - Nursing Assistant IV                           |          | 15.61         |
| 12235 - Optical Dispenser                              |          | 18.23         |
| 12236 - Optical Technician                             |          | 16.30         |
| 12250 - Pharmacy Technician                            |          | 15.49         |
|  |          | 16.30         |
| 12280 - Phlebotomist                                   |          |               |
| 12305 - Radiologic Technologist                        |          | 25.33         |
| 12311 - Registered Nurse I                             |          | 23.18         |
| 12312 - Registered Nurse II                            |          | 28.36         |
| 12313 - Registered Nurse II Specialist                 |          | 28.36         |
| 12314 - Registered Nurse III                           |          | 34.32         |
| 12315 - Registered Nurse III Anesthetist               |          | 34.32         |
| 12316 - Registered Nurse IV                            |          | 41.13         |
| 12317 - Scheduler (Drug and Alcohol Testing)           |          | 22.58         |
|  |          |               |
| 12320 - Substance Abuse Treatment Counselor            |          | 22.58         |
| 13000 - Information And Arts Occupations               |          |               |
| 13011 - Exhibits Specialist I                          |          | 21.20         |
| 13012 - Exhibits Specialist II                         |          | 26.27         |
| 13013 - Exhibits Specialist III                        |          | 32.13         |
| 13041 - Illustrator I                                  |          | 21.20         |
| 13042 - Illustrator II                                 |          | 26.27         |
| 13043 - Illustrator III                                |          | 32.13         |
|  |          |               |
| 13047 - Librarian                                      |          | 29.09         |
| 13050 - Library Aide/Clerk                             |          | 16.88         |
| 13054 - Library Information Technology Systems         |          | 26.27         |
| Administrator  |          |               |
| 13058 - Library Technician                             |          | 16.64         |
| 13061 - Media Specialist I                             |          | 18.96         |
| 13062 - Media Specialist II                            |          | 21.20         |
| 13063 - Media Specialist III                           |          | 23.63         |
| 13071 - Photographer I                                 |          | 18.96         |
|  |          |               |
| 13072 - Photographer II                                |          | 21.20         |
| 13073 - Photographer III                               |          | 26.27         |
| 13074 - Photographer IV                                |          | 32.13         |
| 13075 - Photographer V                                 |          | 38.88         |
| 13090 - Technical Order Library Clerk                  |          | 21.20         |
| 13110 - Video Teleconference Technician                |          | 18.96         |
| 14000 - Information Technology Occupations             |          |               |
| 14041 - Computer Operator I                            |          | 15.71         |
| 14042 - Computer Operator II                           |          | 17.22         |
|  |          | 19.19         |
| 14043 - Computer Operator III                          |          |               |
| 14044 - Computer Operator IV                           |          | 21.33         |
| 14045 - Computer Operator V                            |          | 23.62         |
| 14071 - Computer Programmer I                          | (see 1)  | 15.73         |
| 14072 - Computer Programmer II                         | (see 1)  | 19.50         |
| 14073 - Computer Programmer III                        | (see 1)  | 23.84         |
| 14074 - Computer Programmer IV                         | (see 1)  |               |
| 14101 - Computer Systems Analyst I                     | (see 1)  | 24.23         |
| 14102 - Computer Systems Analyst II                    | (see 1)  |               |
| 14103 - Computer Systems Analyst III                   | (see 1)  |               |
|  | (200 1)  | 15.71         |
| 14150 - Peripheral Equipment Operator                  |          |               |
| 14160 - Personal Computer Support Technician           |          | 21.33         |
| 14170 - System Support Specialist                      |          | 21.24         |
| 15000 - Instructional Occupations                      |          |               |
| 15010 - Aircrew Training Devices Instructor (Non-Rate  | d)       | 24.23         |
| 15020 - Aircrew Training Devices Instructor (Rated)    |          | 29.32         |
| 15030 - Air Crew Training Devices Instructor (Pilot)   |          | 34.91         |
| 15050 - Computer Based Training Specialist / Instructo | nr.      | 24.23         |
| 15060 - Educational Technologist                       | J1       | 27.61         |
| <b>-</b>   |          |               |
| 15070 - Flight Instructor (Pilot)                      |          | 34.91         |
| 15080 - Graphic Artist                                 |          | 20.47         |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop          |          | 34.91         |
| 15086 - Maintenance Test Pilot Rotary Wing             |          | 34.91         |
| 15088 - Non-Maintenance Test/Co-Pilot                  |          | 34.91         |
| 15090 - Technical Instructor                           |          | 17.67         |
| 15095 - Technical Instructor/Course Developer          |          | 23.78         |
| 15110 - Test Proctor                                   |          | 15.70         |
| 15120 - Tutor  |          | 15.70         |
|  | mations  | £3.70         |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occu | Thartons | 10 10+++      |
| 16010 - Assembler                                      |          | 10.12***      |
|  |          | P 44 664      |
|  |          | Page 11 of 34 |

| 1.COOO Garanters Betandank  | 10.12***      |
|---|---------------|
| 16030 - Counter Attendant   |               |
| 16040 - Dry Cleaner   | 11.56***      |
| 16070 - Finisher Flatwork Machine   | 10.12***      |
| 16090 - Presser Hand  | 10.12***      |
| 16110 - Presser Machine Drycleaning   | 10.12***      |
| 16130 - Presser Machine Shirts  | 10.12***      |
| 16160 - Presser Machine Wearing Apparel Laundry                                     | 10.12***      |
| 16190 - Sewing Machine Operator   | 12.04***      |
| 16220 - Tailor  | 12.52***      |
| 16250 - Washer Machine  | 10.60***      |
|   | 10.00         |
| 19000 - Machine Tool Operation And Repair Occupations                               | 10.46         |
| 19010 - Machine-Tool Operator (Tool Room)   | 19.46         |
| 19040 - Tool And Die Maker  | 24.46         |
| 21000 - Materials Handling And Packing Occupations                                  |               |
| 21020 - Forklift Operator   | 13.96***      |
| 21030 - Material Coordinator  | 21.78         |
| 21040 - Material Expediter  | 21.78         |
| 21050 - Material Handling Laborer   | 11.37***      |
| 21071 - Order Filler  | 9.76***       |
| 21080 - Production Line Worker (Food Processing)                                    | 13.96***      |
|   |               |
| 21110 - Shipping Packer   | 17.12         |
| 21130 - Shipping/Receiving Clerk  | 17.12         |
| 21140 - Store Worker I  | 15.22         |
| 21150 - Stock Clerk   | 21.40         |
| 21210 - Tools And Parts Attendant   | 13.96***      |
| 21410 - Warehouse Specialist  | 13.96***      |
| 23000 - Mechanics And Maintenance And Repair Occupations                            |               |
| 23010 - Aerospace Structural Welder   | 25.04         |
| 23010 - Aerospace Structurar Werder<br>23019 - Aircraft Logs and Records Technician | 19.47         |
|   |               |
| 23021 - Aircraft Mechanic I   | 23.84         |
| 23022 - Aircraft Mechanic II  | 25.04         |
| 23023 - Aircraft Mechanic III   | 26.30         |
| 23040 - Aircraft Mechanic Helper  | 16.58         |
| 23050 - Aircraft Painter  | 22.39         |
| 23060 - Aircraft Servicer   | 19.47         |
| 23070 - Aircraft Survival Flight Equipment Technician                               | 22.39         |
| 23080 - Aircraft Worker   | 21.03         |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic                              | 21.03         |
|   |               |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic                              | 23.84         |
| 23110 - Appliance Mechanic  | 19.46         |
| 23120 - Bicycle Repairer  | 15.61         |
| 23125 - Cable Splicer   | 19.59         |
| 23130 - Carpenter Maintenance   | 16.07         |
| 23140 - Carpet Layer  | 18.20         |
| 23160 - Electrician Maintenance   | 18.05         |
| 23181 - Electronics Technician Maintenance I  | 18.20         |
| 23182 - Electronics Technician Maintenance II                                       | 19.46         |
| 23183 - Electronics Technician Maintenance III                                      | 20.72         |
| 23260 - Fabric Worker   |               |
|   | 16.94         |
| 23290 - Fire Alarm System Mechanic  | 16.77         |
| 23310 - Fire Extinguisher Repairer  | 15.61         |
| 23311 - Fuel Distribution System Mechanic   | 20.72         |
| 23312 - Fuel Distribution System Operator   | 15.61         |
| 23370 - General Maintenance Worker  | 12.01***      |
| 23380 - Ground Support Equipment Mechanic   | 23.84         |
| 23381 - Ground Support Equipment Servicer   | 19.47         |
| 23382 - Ground Support Equipment Worker   | 21.03         |
| 23391 - Gunsmith I  | 15.61         |
| 23392 - Gunsmith II   |               |
|   | 18.20         |
| 23393 - Gunsmith III  | 20.72         |
| 23410 - Heating Ventilation And Air-Conditioning                                    | 17.50         |
| Mechanic  |               |
| 23411 - Heating Ventilation And Air Conditioning                                    | 18.61         |
| Mechanic (Research Facility)  |               |
| 23430 - Heavy Equipment Mechanic  | 19.27         |
| 23440 - Heavy Equipment Operator  | 17.76         |
| 23460 - Instrument Mechanic   | 20.72         |
| 23465 - Laboratory/Shelter Mechanic   | 19.46         |
| 23470 - Laborar Mechanic  | 11.37***      |
| 23510 - Locksmith   |               |
|   | 19.46         |
| 23530 - Machinery Maintenance Mechanic  | 23.13         |
| 23550 - Machinist Maintenance   | 20.72         |
| 23580 - Maintenance Trades Helper   | 10.67***      |
| 23591 - Metrology Technician I  | 20.72         |
|   | Page 12 of 34 |
|   |               |
|   |               |

| 23592 - Metrology Technician II<br>23593 - Metrology Technician III   |   |
|---|---|
| <del></del>   | 22.03   |
|   | 23.33   |
| 23640 - Millwright  | 20.72   |
|   |   |
| 23710 - Office Appliance Repairer   | 19.46   |
| 23760 - Painter Maintenance   | 14.08***  |
| 23790 - Pipefitter Maintenance  | 18.39   |
| 23810 - Plumber Maintenance   | 17.27   |
|   | 20.72   |
| 23820 - Pneudraulic Systems Mechanic  |   |
| 23850 - Rigger  | 20.72   |
| 23870 - Scale Mechanic  | 18.20   |
| 23890 - Sheet-Metal Worker Maintenance  | 17.35   |
|   | 18.20   |
| 23910 - Small Engine Mechanic   |   |
| 23931 - Telecommunications Mechanic I   | 19.76   |
| 23932 - Telecommunications Mechanic II  | 21.01   |
| 23950 - Telephone Lineman   | 18.24   |
| 23960 - Welder Combination Maintenance  | 18.31   |
|   |   |
| 23965 - Well Driller  | 21.10   |
| 23970 - Woodcraft Worker  | 20.71   |
| 23980 - Woodworker  | 15.61   |
| 24000 - Personal Needs Occupations  |   |
| <u>-</u>  | 15 01   |
| 24550 - Case Manager  | 15.01   |
| 24570 - Child Care Attendant  | 10.09***  |
| 24580 - Child Care Center Clerk   | 13.25***  |
| 24610 - Chore Aide  | 12.78***  |
| 24620 - Family Readiness And Support Services   | 15.01   |
|   | 13.01   |
| Coordinator   |   |
| 24630 - Homemaker   | 16.12   |
| 25000 - Plant And System Operations Occupations   |   |
| 25010 - Boiler Tender   | 20.72   |
| 25040 - Sewage Plant Operator   | 21.59   |
|   | 20.72   |
| 25070 - Stationary Engineer   |   |
| 25190 - Ventilation Equipment Tender  | 14.29***  |
| 25210 - Water Treatment Plant Operator  | 21.59   |
| 27000 - Protective Service Occupations  |   |
| 27004 - Alarm Monitor   | 10.90***  |
|   |   |
| 27007 - Baggage Inspector   | 9.48***   |
| 27008 - Corrections Officer   | 12.05***  |
| 27010 - Court Security Officer  | 12.05***  |
| 27030 - Detection Dog Handler   | 10.90***  |
| 27040 - Detention Officer   | 12.05***  |
|   |   |
| 27070 - Firefighter   |   |
| _   | 12.05***  |
| 27101 - Guard I   | 9.48***   |
| _   |   |
| 27101 - Guard I<br>27102 - Guard II   | 9.48***<br>10.90***   |
| 27101 - Guard I<br>27102 - Guard II<br>27131 - Police Officer I   | 9.48***<br>10.90***<br>12.05***   |
| 27101 - Guard I<br>27102 - Guard II<br>27131 - Police Officer I<br>27132 - Police Officer II  | 9.48***<br>10.90***   |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations  | 9.48***<br>10.90***<br>12.05***<br>13.40***   |
| 27101 - Guard I<br>27102 - Guard II<br>27131 - Police Officer I<br>27132 - Police Officer II  | 9.48***<br>10.90***<br>12.05***   |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator  | 9.48***<br>10.90***<br>12.05***<br>13.40***   |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46***   |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78***   |
| 27101 - Guard I  27102 - Guard II  27131 - Police Officer I  27132 - Police Officer II  28000 - Recreation Occupations  28041 - Carnival Equipment Operator  28042 - Carnival Equipment Repairer  28043 - Carnival Worker  28210 - Gate Attendant/Gate Tender   | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18***  |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard   | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01***   |
| 27101 - Guard I  27102 - Guard II  27131 - Police Officer I  27132 - Police Officer II  28000 - Recreation Occupations  28041 - Carnival Equipment Operator  28042 - Carnival Equipment Repairer  28043 - Carnival Worker  28210 - Gate Attendant/Gate Tender   | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18***  |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)   | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74***  |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant   | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84***   |
| 27101 - Guard I  27102 - Guard II  27131 - Police Officer I  27132 - Police Officer II  28000 - Recreation Occupations  28041 - Carnival Equipment Operator  28042 - Carnival Equipment Repairer  28043 - Carnival Worker  28210 - Gate Attendant/Gate Tender  28310 - Lifeguard  28350 - Park Attendant (Aide)  28510 - Recreation Aide/Health Facility Attendant  28515 - Recreation Specialist   | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26   |
| 27101 - Guard II 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74***  |
| 27101 - Guard I  27102 - Guard II  27131 - Police Officer I  27132 - Police Officer II  28000 - Recreation Occupations  28041 - Carnival Equipment Operator  28042 - Carnival Equipment Repairer  28043 - Carnival Worker  28210 - Gate Attendant/Gate Tender  28310 - Lifeguard  28350 - Park Attendant (Aide)  28510 - Recreation Aide/Health Facility Attendant  28515 - Recreation Specialist  28630 - Sports Official  28690 - Swimming Pool Operator  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26   |
| 27101 - Guard I  27102 - Guard II  27131 - Police Officer I  27132 - Police Officer II  28000 - Recreation Occupations  28041 - Carnival Equipment Operator  28042 - Carnival Equipment Repairer  28043 - Carnival Worker  28210 - Gate Attendant/Gate Tender  28310 - Lifeguard  28350 - Park Attendant (Aide)  28510 - Recreation Aide/Health Facility Attendant  28515 - Recreation Specialist  28630 - Sports Official  28690 - Swimming Pool Operator  29000 - Stevedoring/Longshoremen Occupational Services  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74***  |
| 27101 - Guard I  27102 - Guard II  27131 - Police Officer I  27132 - Police Officer II  28000 - Recreation Occupations  28041 - Carnival Equipment Operator  28042 - Carnival Equipment Repairer  28043 - Carnival Worker  28210 - Gate Attendant/Gate Tender  28310 - Lifeguard  28350 - Park Attendant (Aide)  28510 - Recreation Aide/Health Facility Attendant  28515 - Recreation Specialist  28630 - Sports Official  28690 - Swimming Pool Operator  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74***  |
| 27101 - Guard I  27102 - Guard II  27131 - Police Officer I  27132 - Police Officer II  28000 - Recreation Occupations  28041 - Carnival Equipment Operator  28042 - Carnival Equipment Repairer  28043 - Carnival Worker  28210 - Gate Attendant/Gate Tender  28310 - Lifeguard  28350 - Park Attendant (Aide)  28510 - Recreation Aide/Health Facility Attendant  28515 - Recreation Specialist  28630 - Sports Official  28690 - Swimming Pool Operator  29000 - Stevedoring/Longshoremen Occupational Services  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 11.01*** 11.01*** 11.84*** 18.26 11.74*** 17.71   |
| 27101 - Guard I  27102 - Guard II  27131 - Police Officer I  27132 - Police Officer II  28000 - Recreation Occupations  28041 - Carnival Equipment Operator  28042 - Carnival Equipment Repairer  28043 - Carnival Worker  28210 - Gate Attendant/Gate Tender  28310 - Lifeguard  28350 - Park Attendant (Aide)  28510 - Recreation Aide/Health Facility Attendant  28515 - Recreation Specialist  28630 - Sports Official  28690 - Swimming Pool Operator  29000 - Stevedoring/Longshoremen Occupational Services  29010 - Blocker And Bracer  29020 - Hatch Tender  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71  25.98 25.98   |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71  25.98 25.98   |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71  25.98 25.98 25.98 24.18   |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II   | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71  25.98 25.98   |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29031 - Line Handler 29041 - Stevedore II 29042 - Stevedore II 30000 - Technical Occupations  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71  25.98 25.98 25.98 24.18 27.79   |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2)   | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71  25.98 25.98 25.98 24.18 27.79   |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29031 - Line Handler 29041 - Stevedore II 29042 - Stevedore II 30000 - Technical Occupations  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71  25.98 25.98 25.98 24.18 27.79   |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2)   | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 18.26 11.74*** 17.71  25.98 25.98 25.98 24.18 27.79   |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2)   | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 11.74*** 17.71  25.98 25.98 25.98 24.18 27.79  40.29 27.78 30.59  |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Archeological Technician I  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 13.18*** 11.01*** 14.74*** 11.84*** 11.71  25.98 25.98 25.98 24.18 27.79  40.29 27.78 30.59 17.49   |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28515 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30012 - Archeological Technician II  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 11.84*** 17.71  25.98 25.98 25.98 24.18 27.79  40.29 27.78 30.59 17.49 19.56                                  |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Archeological Technician II 30023 - Archeological Technician III  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 11.74*** 17.71  25.98 25.98 25.98 24.18 27.79  40.29 27.78 30.59 17.49 19.56 24.21                            |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28515 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30012 - Archeological Technician II  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 11.84*** 17.71  25.98 25.98 25.98 24.18 27.79  40.29 27.78 30.59 17.49 19.56                                  |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Archeological Technician II 30020 - Cartographic Technician   | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 11.74*** 17.71  25.98 25.98 25.98 24.18 27.79  40.29 27.78 30.59 17.49 19.56 24.21 23.18                      |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28515 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Archeological Technician II 30020 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 11.74*** 17.71  25.98 25.98 25.98 24.18 27.79  40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08                |
| 27101 - Guard II 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28550 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30023 - Archeological Technician II 30020 - Cartographic Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 11.74*** 17.71  25.98 25.98 25.98 24.18 27.79  40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57          |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore I 29042 - Stevedore I 29042 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Archeological Technician II 30023 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 17.71  25.98 25.98 25.98 24.18 27.79  40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24             |
| 27101 - Guard II 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28550 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore II 30000 - Technical Occupations 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30023 - Archeological Technician II 30020 - Cartographic Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I  | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 17.71  25.98 25.98 25.98 25.98 24.18 27.79  40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24 17.49 |
| 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore I 29042 - Stevedore I 29042 - Air Traffic Control Specialist Center (HFO) (see 2) 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30012 - Archeological Technician II 30023 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II | 9.48*** 10.90*** 12.05*** 13.40***  13.24*** 14.46*** 9.78*** 13.18*** 11.01*** 14.74*** 11.84*** 17.71  25.98 25.98 25.98 24.18 27.79  40.29 27.78 30.59 17.49 19.56 24.21 23.18 23.08 25.57 28.24             |

|   |   | 10 56  |
|---|---|--|
|   | Drafter/CAD Operator II   | 19.56  |
| 30063 -   | Drafter/CAD Operator III  | 20.77  |
|   | Drafter/CAD Operator IV   | 25.57  |
|   | Engineering Technician I  | 14.84***   |
|   | Engineering Technician II   | 16.66  |
|   |   |  |
|   | Engineering Technician III  | 18.64  |
|   | Engineering Technician IV   | 23.08  |
| 30085 -   | Engineering Technician V  | 28.24  |
| 30086 -   | Engineering Technician VI   | 34.16  |
|   | Environmental Technician  | 23.08  |
|   | Evidence Control Specialist   | 23.08  |
|   | -   | 20.77  |
|   | Laboratory Technician   |  |
|   | Latent Fingerprint Technician I   | 25.57  |
|   | Latent Fingerprint Technician II  | 28.24  |
| 30240 -   | Mathematical Technician   | 23.34  |
| 30361 -   | Paralegal/Legal Assistant I   | 19.54  |
| 30362 -   | Paralegal/Legal Assistant II  | 24.21  |
|   | Paralegal/Legal Assistant III   | 29.61  |
|   | Paralegal/Legal Assistant IV  | 35.83  |
|   | * -   |  |
|   | Petroleum Supply Specialist   | 28.24  |
|   | Photo-Optics Technician   | 21.93  |
| 30395 -   | Radiation Control Technician  | 28.24  |
| 30461 -   | Technical Writer I  | 23.08  |
| 30462 -   | Technical Writer II   | 28.24  |
|   | Technical Writer III  | 34.16  |
|   | Unexploded Ordnance (UXO) Technician I  | 25.60  |
|   |   |  |
|   | Unexploded Ordnance (UXO) Technician II   | 30.98  |
|   | Unexploded Ordnance (UXO) Technician III  | 37.13  |
| 30494 -   | Unexploded (UXO) Safety Escort  | 25.60  |
| 30495 -   | Unexploded (UXO) Sweep Personnel  | 25.60  |
| 30501 -   | Weather Forecaster I  | 25.57  |
|   | Weather Forecaster II   | 31.09  |
|   |   | 20.77  |
|   |   | 20.77  |
|   | Programs  |  |
| 30621 -   | Weather Observer Senior (see 2)   | 23.08  |
|   |   | 23.00  |
|   | Transportation/Mobile Equipment Operation Occupations   | 23.00  |
| 31000 -   |   | 30.98  |
| 31000 -<br>31010 -  | Transportation/Mobile Equipment Operation Occupations Airplane Pilot  |  |
| 31000 -<br>31010 -<br>31020 -   | Transportation/Mobile Equipment Operation Occupations<br>Airplane Pilot<br>Bus Aide   | 30.98<br>8.15***   |
| 31000 -<br>31010 -<br>31020 -<br>31030 -  | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver  | 30.98<br>8.15***<br>10.66***   |
| 31000 -<br>31010 -<br>31020 -<br>31030 -<br>31043 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier   | 30.98<br>8.15***<br>10.66***<br>9.69***  |
| 31000 -<br>31010 -<br>31020 -<br>31030 -<br>31043 -<br>31260 -  | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant   | 30.98<br>8.15***<br>10.66***<br>9.69***<br>9.91***   |
| 31000 -<br>31010 -<br>31020 -<br>31030 -<br>31043 -<br>31260 -<br>31290 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver  | 30.98<br>8.15***<br>10.66***<br>9.69***<br>9.91***<br>11.65***   |
| 31000 -<br>31010 -<br>31020 -<br>31030 -<br>31043 -<br>31260 -<br>31290 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant   | 30.98<br>8.15***<br>10.66***<br>9.69***<br>9.91***<br>11.65***   |
| 31000 -<br>31010 -<br>31020 -<br>31030 -<br>31043 -<br>31260 -<br>31290 -<br>31310 -  | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver  | 30.98<br>8.15***<br>10.66***<br>9.69***<br>9.91***<br>11.65***<br>11.41***   |
| 31000 -<br>31010 -<br>31020 -<br>31030 -<br>31043 -<br>31260 -<br>31290 -<br>31310 -<br>31361 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver  | 30.98<br>8.15***<br>10.66***<br>9.69***<br>9.91***<br>11.65***   |
| 31000 -<br>31010 -<br>31020 -<br>31030 -<br>31043 -<br>31260 -<br>31290 -<br>31310 -<br>31361 -<br>31362 -  | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium   | 30.98<br>8.15***<br>10.66***<br>9.69***<br>9.91***<br>11.65***<br>11.41***<br>10.59***<br>11.61***   |
| 31000 -<br>31010 -<br>31020 -<br>31030 -<br>31043 -<br>31260 -<br>31290 -<br>31310 -<br>31361 -<br>31362 -<br>31363 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy   | 30.98<br>8.15***<br>10.66***<br>9.69***<br>11.65***<br>11.41***<br>10.59***<br>11.61***<br>14.64***  |
| 31000 -<br>31010 -<br>31020 -<br>31030 -<br>31043 -<br>31260 -<br>31290 -<br>31310 -<br>31361 -<br>31362 -<br>31363 -<br>31364 -  | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer   | 30.98<br>8.15***<br>10.66***<br>9.69***<br>9.91***<br>11.65***<br>11.41***<br>10.59***<br>11.61***   |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations   | 30.98<br>8.15***<br>10.66***<br>9.69***<br>11.65***<br>11.41***<br>10.59***<br>11.61***<br>14.64***  |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist   | 30.98<br>8.15***<br>10.66***<br>9.69***<br>11.65***<br>11.41***<br>10.59***<br>11.61***<br>14.64***  |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier   | 30.98<br>8.15***<br>10.66***<br>9.69***<br>11.65***<br>11.41***<br>10.59***<br>11.61***<br>14.64***<br>14.64***  |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist   | 30.98<br>8.15***<br>10.66***<br>9.69***<br>11.65***<br>11.41***<br>10.59***<br>11.61***<br>14.64***  |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier   | 30.98<br>8.15***<br>10.66***<br>9.69***<br>11.65***<br>11.41***<br>10.59***<br>11.61***<br>14.64***<br>14.64***  |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 - 99095 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer   | 30.98<br>8.15***<br>10.66***<br>9.69***<br>11.65***<br>11.41***<br>10.59***<br>11.61***<br>14.64***<br>14.64***<br>15.10<br>9.63***<br>9.70***   |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 - 99050 - 99095 - 99130 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower   | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63** 9.70** 25.60 25.60  |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 - 99050 - 99050 - 99051 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I   | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 15.10 9.63** 9.70** 25.60 23.38  |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 - 99050 - 99051 - 99251 - 99252 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II  | 30.98 8.15*** 10.66** 9.69** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63** 9.70** 25.60 23.38 25.54   |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 - 99050 - 99051 - 99251 - 99252 - 99260 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst  | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63** 9.70** 25.60 23.38 25.54 21.54  |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician  | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63** 9.70** 25.60 23.38 25.54 21.54 25.60  |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician Pest Controller  | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63** 9.70** 25.60 23.38 25.54 21.54 25.60 14.61**  |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician Pest Controller Photofinishing Worker  | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63** 9.70** 25.60 23.38 25.54 21.54 25.60  |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician Pest Controller  | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63** 9.70** 25.60 23.38 25.54 21.54 25.60 14.61**  |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician Pest Controller Photofinishing Worker  | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63** 9.70** 25.60 23.38 25.54 21.54 25.60 14.61** 13.45***   |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 - 99050 - 99050 - 99251 - 99252 - 99260 - 99310 - 99410 - 99711 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician Pest Controller Photofinishing Worker Recycling Laborer Recycling Specialist   | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63** 9.70** 25.60 23.38 25.54 21.54 25.60 14.61** 13.45*** 17.32 23.38   |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 - 99050 - 99050 - 99130 - 99251 - 99252 - 99260 - 99310 - 99410 - 99710 - 99711 - 99730 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician Pest Controller Photofinishing Worker Recycling Specialist Refuse Collector  | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63** 9.70** 25.60 23.38 25.54 21.54 25.60 14.61** 13.45** 17.32 23.38 16.40  |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 - 99050 - 99050 - 99050 - 99130 - 99251 - 99252 - 99260 - 99310 - 99410 - 99711 - 99711 - 99730 - 99810 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician Pest Controller Photofinishing Worker Recycling Laborer Recycling Specialist Refuse Collector Sales Clerk  | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63*** 9.70** 25.60 25.60 23.38 25.54 21.54 25.60 14.61** 13.45*** 17.32 23.38 16.40 9.87***                                |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 - 99050 - 99050 - 99050 - 99130 - 99251 - 99252 - 99260 - 99310 - 99410 - 99510 - 99711 - 99730 - 99810 - 99820 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician Pest Controller Photofinishing Worker Recycling Specialist Refuse Collector Sales Clerk School Crossing Guard  | 30.98 8.15*** 10.66*** 9.69*** 9.91*** 11.65*** 11.41*** 10.59*** 11.61*** 14.64*** 15.10 9.63*** 9.70*** 25.60 23.38 25.54 21.54 25.60 14.61** 13.45*** 17.32 23.38 16.40 9.87*** 17.27                               |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician Pest Controller Photofinishing Worker Recycling Laborer Recycling Specialist Refuse Collector Sales Clerk School Crossing Guard Survey Party Chief   | 30.98 8.15*** 10.66*** 9.69*** 11.65*** 11.41*** 10.59*** 11.61*** 14.64*** 15.10 9.63*** 9.70*** 25.60 23.38 25.54 21.54 25.60 14.61** 13.45*** 17.32 23.38 16.40 9.87*** 17.27 23.01                                 |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 - 99050 - 99050 - 99130 - 99251 - 99252 - 99260 - 99310 - 99510 - 99711 - 99710 - 99711 - 99730 - 99820 - 99831 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician Pest Controller Photofinishing Worker Recycling Laborer Recycling Specialist Refuse Collector Sales Clerk School Crossing Guard Survey Party Chief Surveying Aide  | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63*** 9.70** 25.60 23.38 25.54 21.54 25.60 14.61** 13.45*** 17.32 23.38 16.40 9.87*** 17.27 23.01 13.08***                 |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 - 99050 - 99050 - 99130 - 99251 - 99252 - 99260 - 99310 - 99410 - 99710 - 99711 - 99710 - 99711 - 99730 - 99830 - 99830 - 99831 - 99832 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician Pest Controller Photofinishing Worker Recycling Laborer Recycling Specialist Refuse Collector Sales Clerk School Crossing Guard Survey Party Chief Surveying Aide Surveying Technician                           | 30.98 8.15*** 10.66*** 9.69*** 11.65*** 11.41*** 10.59*** 11.61*** 14.64*** 15.10 9.63*** 9.70*** 25.60 23.38 25.54 21.54 25.60 14.61** 13.45*** 17.32 23.38 16.40 9.87*** 17.27 23.01                                 |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 - 99050 - 99050 - 99130 - 99251 - 99252 - 99260 - 99310 - 99410 - 99710 - 99711 - 99710 - 99711 - 99730 - 99830 - 99830 - 99831 - 99832 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician Pest Controller Photofinishing Worker Recycling Laborer Recycling Specialist Refuse Collector Sales Clerk School Crossing Guard Survey Party Chief Surveying Aide  | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63*** 9.70** 25.60 23.38 25.54 21.54 25.60 14.61** 13.45*** 17.32 23.38 16.40 9.87*** 17.27 23.01 13.08***                 |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 - 99050 - 99050 - 99050 - 99130 - 99251 - 99252 - 99260 - 99310 - 99410 - 99711 - 99710 - 99711 - 99730 - 99810 - 99830 - 99830 - 99831 - 99832 - 99840 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician Pest Controller Photofinishing Worker Recycling Laborer Recycling Specialist Refuse Collector Sales Clerk School Crossing Guard Survey Party Chief Surveying Aide Surveying Technician                           | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63*** 9.70** 25.60 23.38 25.54 21.54 25.60 14.61** 13.45*** 17.32 23.38 16.40 9.87** 17.27 23.01 13.08** 17.00             |
| 31000 - 31010 - 31020 - 31030 - 31043 - 31260 - 31290 - 31310 - 31361 - 31362 - 31363 - 31364 - 99000 - 99020 - 99030 - 99050 - 99050 - 99050 - 99050 - 99130 - 99251 - 99252 - 99260 - 99310 - 99251 - 99252 - 99260 - 99310 - 99410 - 99711 - 99711 - 99730 - 99711 - 99730 - 99830 - 99831 - 99831 - 99831 - 99831 - 99841 -   | Transportation/Mobile Equipment Operation Occupations Airplane Pilot Bus Aide Bus Driver Driver Courier Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver Light Truckdriver Medium Truckdriver Heavy Truckdriver Tractor-Trailer Miscellaneous Occupations Cabin Safety Specialist Cashier Desk Clerk Embalmer Flight Follower Laboratory Animal Caretaker I Laboratory Animal Caretaker II Marketing Analyst Mortician Pest Controller Photofinishing Worker Recycling Laborer Recycling Specialist Refuse Collector Sales Clerk School Crossing Guard Survey Party Chief Surveying Aide Surveying Technician Vending Machine Attendant | 30.98 8.15*** 10.66** 9.69** 9.91** 11.65** 11.41** 10.59** 11.61** 14.64** 14.64** 15.10 9.63*** 9.70** 25.60 25.60 23.38 25.54 21.54 25.60 14.61** 13.45*** 17.32 23.38 16.40 9.87** 17.27 23.01 13.08** 17.00 23.38 |

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services

or seasonal recreational equipment rental for the general public on federal lands.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal

Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 3 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated

to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) \*\*

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

## **AFFIDAVIT re NON-COLLUSION**

| CITY OF ) ss.   |   |
|---|---|
| ISLAND OF GUAM )  |   |
|   | [state name of affiant signing below], being first duly sworn,  |
| deposes and says that:  |   |
| 1. The name of the off  | fering company or individual is [state name of company]   |
| offeror has not colluded, conspired, of person, to put in a sham bid or to redirectly or indirectly, sought by an agreement of fix the bid price of offeroglement of said bid price, or of the government of Guam or any other Guam or any person interested in the are true to the best of the knowledge Division 4 § 3126(b).  3. I make this statement on the person in the statement on the statement of the statement on the statement on the statement of the statement of the statement on the statement of | n identified above is genuine and not collusive or a sham. The connived or agreed, directly or indirectly, with any other offeror or efrain from making an offer. The offeror has not in any manner, greement or collusion, or communication or conference, with any or or of any other offeror, or to fix any overhead, profit or cost of any other offeror, or to secure any advantage against the offeror, or to secure any advantage against the government of e bid contract. All statements in this affidavit and in the proposal of the undersigned. This statement is made pursuant to 2 GAR obehalf of myself as a representative of the offeror, and on behalf es, agents, subcontractors, and employees. |
|   | Signature of one of the following: Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.  |
| Subscribed and sworn to before me this  | day of, 202   |
| NOTARY PUBLIC   |   |
| My commission expires,  | _,,   |

AG Procurement Form 003 (Jul. 12, 2010)

# AFFIDAVIT DISCLOSING OWNERSHIP, INFLUENCE, COMMISSIONS AND CONFLICTS OF INTEREST

(Required by 5 GCA § 5233 as amended by P.L. 36-13 (4/9/2021))

| CITY O                                | F  |  | )  |  |  |   |
|---------------------------------------|--|--|--|--|--|---|
| ISLAND                                | OF GU  | AM   | ) ss.<br>)   |  |  |   |
| Guam' require gratuit solicita throug | s Procuses all B<br>ies, kick<br>ation and<br>hout the<br>anges to | rement Law<br>idders/Offer<br>backs, and c<br>d until awar<br>e solicitation | for the purpose of rors/Prospective Conconflicts of interest ocard of a contract. This process; and if the e | Offer/Proposal or responding to entering into a contract with the tractors to make disclosures of curring during the 365 calendar includes the duty to disclose an entity submitting this Affidavit is a finues throughout the life of the | ne government of Go<br>of ownership, influent<br>days preceding the<br>y changes to the fact<br>warded a contract, the | nam, this Affidavit<br>nce, commissions,<br>publication of this<br>is disclosed herein<br>ne duty to disclose |
| Α.                                    |  | _  | -  | vorn, depose and say that I an<br>and that (please check and fill out  | •  | resentative of the  |
|                                       | []   | by, and a  | II profit is for, that   | Contractor is an individual with t same individual, with princi  | pal place of busine  |   |
|                                       | []   | or 5 GCA   | §§ 5030(n) or 5  | Contractor is a business or artif<br>233(b)), and is a sole propri<br>, with principal place   | ietorship owned en   | tirely (100%) by  |
|                                       | []   | 5 GCA §§ 5 than 10%  | 030(n) or 5233(b)), ar   | Contractor is a business or artificend is owned by the following mulured to be listed below, but other.  | tiple individuals. Not   | e: owners of more   |
|                                       |  | Name of O  | wner   | Principal Place of Business<br>Street Address  | % of Interest  |   |
|                                       | []   | than-25% of less-than-2  | owners of such a busi<br>5% owners of such a l   | 10% owners listed above is a buiness or artificial person are listed business or artificial person is end  | d below per 5 GCA §  | 5233. Note: any   |
| Name                                  | e of >109  | % Owner Bu   | siness or Artificial Pe  | rson:  |  |   |
| the >10<br>Busine                     | of owners<br>of Owners<br>or Art<br>("Secon                        | er<br>:ificial   | Owner's Principal Plac   | e of Business Street Address   | % of<br>Interest   |   |
|                                       |  |  |  |  |  |   |
|                                       |  | 277  |  |  |  | 1   |

| the >1<br>Busin | s of owners of<br>10% Owner<br>ess or Artificial<br>n ("Second Tier<br>r")      | Owner's Pri   | ncipal Place                 | of Business Street Ad  | dress   | % of<br>Interest  |
|-----------------|---|---|------------------------------|--|---|---|
|                 |   |   |                              |  | - COLCH Sain - Ecolo Pent College - Stage                             |   |
|                 |   |   |                              |  |   |   |
|                 |   |   |                              |  |   |   |
| 3.              | Tier Owner who  | have held mo  | re than 49%                  | •  | -   | ficial owners of such Se<br>feror/Prospective Contr   |
|                 | Second Tier Owr   | ner Name  | <del> </del>                 |  |   |   |
|                 | Name of Third T   | ier Owner   | Principal<br>Street A        | Place of Business<br>ddress  | % of Interest   |   |
|                 |   |   |                              |  |   |   |
| lama            | Bidder/Offeror/F<br>the natural pers  | Prospective Co<br>on having the<br>by natural per                         | ontractor, pl<br>authority a | ease identify the namend responsibility for the  | e, position, address,<br>e Bid/Offer/Proposa                          | or Third Tier Owner o<br>, and contact information<br>al/Prospective Contract<br>and replace the design |
| ersor           | •   | rosition  |                              | Principal Place of Business  | Address, and o  | other   |
|                 |   |   | 70                           | Busiliess  | Contact inform  | nation  |
|                 |   |   |                              | -  |   |   |
|                 |   |   |                              |  |   |   |
| ١.              | fee or other<br>Bid/Offer/Propostate):  | compensatio   | n to solid<br>e Contract f   | it, secure, or assistor which this Affidavit   | st in obtaining b<br>is submitted are as                              | nission, gratuity, conting<br>ousiness related to<br>follows (if none, pleas                            |
|                 | fee or other<br>Bid/Offer/Propo   | compensatio   | n to solid<br>e Contract f   | it, secure, or assistor which this Affidavitor Place of Business   | st in obtaining b   | ousiness related to   |
| ).              | fee or other Bid/Offer/Propos state): Name  Further, I say the employees of the | compensationsal/Prospective state the personse government of the contract | Principal Street Ac          | it, secure, or assistor which this Affidavit  Place of Business ddress  directly or indirectly particle the government of the Bid/Offer/Proposal | Amount of Compensation  articipated in this so E United States, if fe | ousiness related to   |

| F.     | •   | nterest, the following individuals have the p<br>Bidder/Offeror/Prospective Contractor, dire   |  |
|--------|---|--|--|
|        | Name  | Principal Place of Business<br>Street Address  |  |
| G.     | Bidder/Offeror/Prospective Co<br>previously and update change | ntract, and throughout the term of contractor represented herein, I agree to process in ownership, identities of owners and the persons required to be disclosed. I under material breach of contract. | omptly make any disclosures not made other required information, interests,  |
| Н.     | I hereby declare under penalty                                | y of perjury under the laws of Guam that th  | e foregoing is true and correct.   |
|        |   | Executed on:   | (date)   |
|        |   |  |  |
|        |   | Owner of sole proprietors<br>Contractor<br>Partner, if the Bidder/Offe<br>partnership  | llowing: re Contractor, if a licensed individual hip Bidder/Offeror/Prospective eror/Prospective Contractor is a ror/Prospective Contractor is a |
|        | ibed and sworn to before me                                   | 20   |  |
| Notary | y Public<br>mmission expires:                                 |  |  |

## **AFFIDAVIT re CONTINGENT FEES**

| ND OF GUAM                | ) ss.<br>)   |  |  |
|---------------------------|--|--|--|
| deposes and               | · · · · · ·  | tate name of affia   | ant signing below], being first sworn,   |
| ·                         | •  |  |  |
| 1.                        | The name of the offering co  | mpany or individ   | ual is [state name of company]   |
|                           | pany has not retained any per<br>rangement to secure this con  | son or agency or   | oposal, to the best of my knowledge,<br>n a percentage, commission, or other<br>nent is made pursuant to 2 GAR Divi  |
| Guam upon a contingent fe | pany has not retained a perso<br>an agreement or understandir<br>e, except for retention of bona<br>ies for the purpose of securin | n to solicit or sec<br>ng for a commissi<br>a fide employees | oposal, to the best of my knowledge,<br>ure a contract with the government o<br>on, percentage, brokerage, or<br>or bona fide established commercial<br>statement is made pursuant to 2 GA |
| 4.<br>behalf of the       | I make these statements on offeror's officers, representati  |  | as a representative of the offeror, ar contractors, and employees.   |
|                           |  | Offeror, if the offer  | ror is a partnership;  |
| Subscribed a              | nd sworn to before me this _   | day of   | , 202  |
|                           |  |  |  |

AG Procurement Form 007 (Jul. 15, 2010)

## **GOVERNMENT OF GUAM**

GENERAL SERVICES AGENCY 148 Route 1, Marine Corp. Drive Piti, Guam 96915

#### **BID BOND**

NO. GSA-047-22

| KNOW ALL MEN BY THESE PRESENTS that   | it, as Principa  |
|---|--|
|   | ompany),   |
| A duly admitted insurer under the laws of the T   | erritory of Guam, as Surety, hereinafter called the Surety are   |
|   | or the sum of  |
| Dollars (\$   | ), for Payment of which sum will and   |
|   | Surety bind ourselves, our heirs, executors, administrators,   |
| successors and assigns, jointly and severally, fir  | nly by these presents.   |
| WHEREAS, the Principal has submitted a bio  | for (identify project by number and brief description)   |
| enter into a Contract with the Territory of Guard<br>or bonds as may be specified in bidding or Con-<br>performance of such Contract and for the pror-<br>thereof, or in the event of the failure of the Prin<br>Principal shall pay to the Territory of Guam<br>amounts specified in said bid and such larger<br>contract with another party to perform work | am shall accept the bid of the Principal and the Principal shall accordance with the terms of such bid, and give such bortract Documents with good and sufficient surety for the faithful appropriate of labor and material furnished in the prosecution cipal to enter such Contract and give such bond or bonds, if the difference not to exceed the penalty hereof between the amount for which the Territory of Guam may in good fair covered by said bid or an appropriate liquidated amount agation shall be null and void, otherwise to remain full force are |
| Signed and sealed this  | day of202  |
|   | (PRINCIPAL) (SEAL)   |
|   |  |
| (WITNESS)   |  |
| (TITLE)   |  |
| (MA IOD OFFICED OF CUDETY)  | (MALOR OFFICER OF CURETY)  |
| (MAJOR OFFICER OF SURETY)   | (MAJOR OFFICER OF SURETY)  |
| (TITLE)   | (TITLE)  |
|   | (RESIDENT GENERAL AGENT)   |

DOA 113/Rev: 4-1-87

### **INSTRUCTION TO PROVIDERS:**

NOTICE to all Insurance and Bonding Institutions:

The Bond requires the signatures of the Vendor, two (2) major Officers of the Surety and Resident General Agent, if the Surety is a foreign or alien surety.

When the form is submitted to General Services Agency, it should be accompanied with copies of The following:

- 1. Current Certificate of Authority to do business on Guam issued by the Department of Revenue and Taxation.
- 2. Power of Attorney issued by the Surety to the Resident General Agent.
- 3. Power of Attorney issued by two (2) major officers of the Surety to whoever is signing on their behalf.

Bonds, submitted as Bid Guarantee, without signatures and supporting documents are invalid and Bids will be rejected.

## GOVERNMENT OF GUAM GENERAL TERMS AND CONDITIONS

#### SEALED BID SOLICITATION AND AWARD

#### Only those Boxes checked below are applicable to this bid.

- [X] 1. AUTHORITY: This solicitation is issued subject to all the provision of the Guam Procurement Act (5GCA, Chapter 5) and the Guam Procurement Regulations (copies of both are available at the Office of the Complier of laws, Department of Law, copies available for inspection at General Services Agency). It requires all parties involved in the Preparation, negotiation, performance, or administration of contracts to act in good faith.
- [X] 2. **GENERAL INTENTION**: Unless otherwise specified, it is the declared and acknowledged intention and meaning of these General Terms and conditions for the bidder to provide the Government of Guam (Government) with specified services or with materials, supplies or equipment completely assembled and ready for use.
- [X] 3. TAXES: Bidders are cautioned that they are subject to Guam Income Taxes as well as all other taxes on Guam Transactions. Specific information on taxes may be obtained from the Director of Revenue and Taxation.
- [X] 4. LICENSING: Bidders are cautioned that the Government will not consider for award any offer submitted by a bidder who has not complied with the Guam Licensing Law. Specific information on licenses may be obtained from the Director of Revenue and Taxation.
- [ ] 5. LOCAL PROCUREMENT PREFERENCE: All procurement of supplies and services where possible, will be made from among businesses licensed to do business on Guam in accordance with section 5008 of the Guam Procurement Act (5GCA, Chapter 5) and Section 1-104 of the Guam Procurement Regulations.
- [X] 6. COMPLIANCE WITH SPECIFICATIONS AND OTHER SOLICITATION REQUIREMENTS: Bidders shall comply with all specifications and other requirements of the Solicitation.
- [ ] 7. "ALL OR NONE" BIDS: NOTE: By checking this item, the Government is requesting all of the bid items/requirements to be bid or none at all in accordance with 2 GAR, Div.4 Section 3115(f).
- [X] 8. INDEPENDENT PRICE DETERMINATION: The bidder, upon signing the Invitation for Bid, certifies that the prices in his bid were derived at without collusion, and acknowledge that collusion and anti-competitive practices are prohibited by law. Violations will be subject to the provision of Section 5651 of that of the Guam Procurement Act. Other existing civil, criminal or administrative remedies are not impaired and may be in addition to the remedies in Section 5651 of the Government code.
- [X] 9. BIDDER'S PRICE: The Government will consider not more than two (2) (Basic and Alternate) item prices and the bidder shall explain fully each price if supplies, materials, equipment, and/or specified services offered comply with specifications and the products origin. Where basic or alternate bid meets the minimum required specification, cost and other factors will be considered. Failure to explain this requirement will result in rejection of the bid.
- [X] 10. BID ENVELOPE: Envelope shall be sealed and marked with the bidder's name, Bid number, time, date and place of Bid Opening.
- [X] 11. BID GUARANTEE REQUIREMENT: Bidder is required to submit a Bid Guarantee Bond or standby irrevocable Letter of Credit or Certified Check or Cashier's Check in the same bid envelope to be held by the Government pending award. The Bid Guarantee Bond, Letter of Credit, Certified Check or Cashier's Check must be issued by any local surety or banking institution licensed to do business on Guam and made payable to the Treasure of Guam in the amount of fifteen percent (15%) of his highest total bid offer. The Bid Bond must be submitted on Government Standard Form BB-1 (copy enclosed). Personal Checks will not be accepted as Bid Guarantee. If a successful Bidder (contractor) withdraws from the bid or fails to enter into contract within the prescribed time, such Bid guarantee will be forfeited to the Government of Guam. Bids will be disqualified if not accompanied by Bid Bond, Letter of Credit, Certified Check or Cashier's check. Bidder must include in his/her bid, valid copies of a Power of Attorney from the Surety and a Certificate of Authority from the Government of Guam to show proof that the surety company named on the bond instrument is authorized by the Government of Guam and qualified to do business on Guam. For detailed information on bonding matters, contact the Department of Revenue and Taxation. Failure to submit a valid Power of Attorney and Certificate of Authority on the surety is cause for rejection of bid. Pursuant to 5 GCA § 5212, all competitive sealed bidding for the procurement of supplies or services exceeding \$25,000.00 a 15% Bid Security of the total bid price must accompany the bid package. The bid bond, Letter of Credit, Certified Check or Cashier's Check will serve as Bid Security for this procurement.
- [X] 12. PERFORMANCE GUARANTEE: Bidders who are awarded a contract under this solicitation, guarantee that goods will be delivered or required services performed within the time specified. Failure to perform the contract in a satisfactory manner may be cause for suspension or debarment from doing business with the Government of Guam. In addition, the Government will hold the Vendor liable and will enforce the requirements as set forth in Section 41 of these General Terms and Conditions.
- [X] 13. SURETY BONDS: Bid and Bid Bonds coverage must be signed or countersigned in Guam by a foreign or alien surety's resident general agent. The surety must be an Insurance Company, authorized by the government of Guam and qualified to do business in Guam. Bids will be disqualified if the Surety Company does not have a valid Certificate of Authority from the Government of Guam to conduct business in Guam.
- [X] 14. **COMPETENCY OF BIDDERS**: Bids will be considered only from the such bidders who, in the opinion of the Government, can show evidence of their ability, experience, equipment, and facilities to render satisfactory service.
- [X] 15. **DETERMINATION OF RESPONSIBILITY OF BIDDERS**: The Chief Procurement Officer reserves the right for securing from bidders information to determine whether or not they are responsible and to inspect plant site, place of business; and supplies and services as necessary to determine their responsibility in accordance with Section 16 of these General Terms and Conditions. (2 GAR, Div. 4 § 3116)

G.S.A. Form 112 Revised 8/12

#### [X] 16. STANDARD FOR DETERMINATION OF LOWEST RESPONSIBLE BIDDER:

In determining the lowest responsible offer, the Chief Procurement Officer shall be guided by the following:

- a) Price of items offered.
- b) The ability, capacity, and skill of the Bidder to perform.
- c) Whether the Bidder can perform promptly or within the specified time.
- d) The quality of performance of the Bidder with regards to awards previously made to him.
- e) The previous and existing compliance by the Bidder with laws and regulations relative to procurement.
- f) The sufficiency of the financial resources and ability of the Bidder to perform.
- g) The ability of the bidder to provide future maintenance and services for the subject of the award.
- h) The compliance with all of the conditions to the Solicitation.
- [X] 17. TIE BIDS: If the bids are for the same unit price or total amount in the whole or in part, the Chief Procurement Officer will determine award based on 2 GAR, Div. 4, § 3109(o) (2) or to reject all such bids.
- [X] 18. BRAND NAMES: Any reference in the Solicitation to manufacturer's Brand Names and number is due to lack of a satisfactory specification of commodity description. Such preference is intended to be descriptive, but not restrictive and for the sole purpose of indicating prospective bidders a description of the article or services that will be satisfactory. Bids on comparable items will be considered provided the bidder clearly states in his bid the exact articles he is offering and how it differs from the original specification.
- [X] 19. **DESCRIPTIVE LITERATURE**: Descriptive literature(s) as specified in this solicitation must be furnished as a part of the bid and must be received at the date and time set for opening Bids. The literature furnished must clearly identify the item(s) in the Bid. The descriptive literature is required to establish, for the purpose of evaluation and award, details of the product(s) the bidder proposes to furnish including design, materials, components, performance characteristics, methods of manufacture, construction, assembly or other characteristics which are considered appropriate. Rejection of the Bid will be required if the descriptive literature(s) do not show that the product(s) offered conform(s) to the specifications and other requirements of this solicitation. Failure to furnish the descriptive literature(s) by the time specified in the Solicitation will require rejection of the bid.
- [ ] 20. SAMPLES: Sample(s) of item(s) as specified in this solicitation must be furnished as a part of the bid and must be received at the date and time set for opening Bids. The sample(s) should represent exactly what the bidder proposes to furnish and will be used to determine if the item(s) offered complies with the specifications. Rejection of the Bid will be required if the sample(s) do not show that the product(s) offered conform(s) to the specifications and other requirements of this solicitation. Failure to furnish the sample(s) by the time specified in the Solicitation will require rejection of the Bid.
- [ ] 21. LABORATORY TEST: Successful bidder is required to accompany delivery of his goods with a Laboratory Test Report indicating that the product he is furnishing the Government meets with the specifications. This report is on the bidder's account and must be from a certified Testing Association.
- [X] 22. AWARD, CANCELLATION, & REJECTION: Award shall be made to the lowest responsible and responsive bidder, whose bid is determined to be the most advantageous to the Government, taking into consideration the evaluation factors set forth in this solicitation. No other factors or criteria shall be used in the evaluation. The right is reserved as the interest of the Government may require to waive any minor irregularity in bid received. The Chief Procurement Officer shall have the authority to award, cancel, or reject bids, in whole or in part for any one or more items if he determines it is in the public interest. Award issued to the lowest responsible bidder within the specified time for acceptance as indicated in the solicitation, results in a bidding contract without further action by either party. In case of an error in the extension of prices, unit price will govern. It is the policy of the Government to award contracts to qualified local bidders. The Government reserves the right to increase or decrease the quantity of the items for award and make additional awards for the same type items and the vendor agrees to such modifications and additional awards based on the bid prices for a period of thirty (30) days after original award. No. award shall be made under this solicitation which shall require advance payment or irrevocable letter of credit from the government (2 GAR, Div.4 §1103).
- [ ] 23. MARKING: Each outside container shall be marked with the Purchase Order number, item number, brief item description and quantity. Letter marking shall not be less than 3/4" in height.
- [ ] 24. SCHEDULE FOR DELIVERY: Successful bidder shall notify the General Services Agency, Telephone Nos. 475-1707 or 475-713, at least twenty-four (24) hours before delivery of any item under this solicitation.
- [ ] 25. BILL OF SALE: Successful supplier shall render Bills of Sale for each item delivered under this contract. Failure to comply with this requirement will result in rejection of delivery. The Bill of Sale must accompany the items delivered but will not be considered as an invoice for payment. Supplier shall bill the Government in accordance with billing instructions as indicated on the Purchase Order.
- [ ] 26. MANUFACTURER'S CERTIFICATE: Successful bidder is required, upon delivery of any item under this contract, to furnish a certificate from the manufacturer indication that the goods meet the specifications. Failure to comply with this request will result in rejection of delivery payment. Supplier shall bill the Government in accordance with billing instructions as indicated on the Purchase Order.
- [X] 27. INSPECTION: All supplies, materials, equipment, or services delivered under this contract shall be subject to the inspection and/or test conducted by the Government at destination. If in any case the supplies, materials, equipment, or services are found to be defective in material, workmanship, performance, or otherwise do not conform with the specifications, the Government shall have the right to reject the items or require that they be corrected. The number of days required for correction will be determined by the Government.
- [ ] 28. MOTOR VEHICLE SAFETY REQUIREMENTS: The Government will only consider Bids on motor vehicles which comply with the requirements of the National Traffic and Motor Vehicle safety Act of 1966 (Public Law 89-563) and Clean Air Act as amended (Public Law 88-206), that are applicable to Guam. Bidders shall state if the equipment offered comply with these aforementioned Federal Laws.

[ ] 29. SAFETY INSPECTION: All motor vehicles delivered under this contract must pass the Government of Guam Vehicle Inspection before delivery at destination.

#### [X] 30. GUARANTEE:

#### a. Guarantee of Vehicle Type of Equipment:

The successful bidder shall guarantee vehicular type of equipment offered against defective parts, workmanship, and performance, for a period of not less than one (1) year after date of receipt of equipment. Bidder shall also provide service to the equipment for at least one (1) year. Service to be provided shall include, but will not be limited to tune ups (change of spark plugs, contact points and condensers) and lubrication (change of engine and transmission oil). All parts and labor shall be at the expense of the bidder. All parts found defective and not caused by misuse, negligence or accident within the guarantee period shall be repaired, replaced, or adjusted within six (6) working days after notice from the Government and without cost to the Government. Vehicular type of equipment as used in this context shall include equipment used for transportation as differentiated from tractors, backhoes, etc.

#### (b) Guarantee of Other Type of Equipment:

The successful bidder shall guarantee all other types of equipment offered, except those mentioned in 30a, above, against defective parts, workmanship, and performance for a period of not less than three (3) months after date of receipt of equipment. Bidder shall also provide service to the equipment for at least three (3) months. All parts found defective within that period shall be repaired or replaced by the Contractor without cost to the Government. Repairs, adjustments or replacements of defective parts shall be completed by the contractor within six (6) working days after notice from the Government.

- (c) Compliance with this Section is a condition of this Bid.
- [X] 31.REPRESENTATION REGARDING ETHICS IN PUBLIC PROCUREMENT: The bidder or contractor represents that it has not knowingly influenced and promises that it will not knowingly influence a Government employee to breach any of the ethical standards and represents that it has not violated, is not violating, and promises that it will not violate the prohibition against gratuities and kickbacks set forth on Chapter 11 (Ethics in Public Contracting) of the Guam Procurement Act and in Chapter 11 of the Guam Procurement Regulations.
- [X] 32. REPRESENTATION REGARDING CONTINGENT FEES: The contractor represents that it has not retained a person to solicit or secure a Government contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except for retention of bona fide employees or bona fide established commercial selling agencies for the purpose of securing business (GPR Section 11-207).
- [X] 33. EQUAL EMPLOYMENT OPPORTUNITY: Contractors shall not discriminate against any employee or applicant of employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that employees are treated equally during employment without regards to their race, color, religion, sex, or national origin.
- [X] 34. COMPLIANCE WITH LAWS: Bidders awarded a contract under this Solicitation shall comply with the applicable standard, provisions, and stipulations of all pertinent Federal and/or local laws, rules, and regulations relative to the performance of this contract and the furnishing of goods.
- [ ] 35. CHANGE ORDER: Any order issued relative to awards made under this solicitation will be subject to and in accordance with the provisions of Section 6-101-03.1 of the Guam Procurement Regulations.
- [X] 36. STOP WORK ORDER: Any stop work order issued relative to awards made under this solicitation will be subject to and in accordance with the provisions of Section 6-101-04.1 of the Guam Procurement Regulations.
- [X] 37. CANCELLATION OF INVITATION FOR BIDS OR REQUEST FOR PROPOSALS: Any Invitation for Bid may be cancelled, or any or all bids or proposals may be rejected in whole or in part as may be specified in the solicitation, when it is in the best interests of the Territory in accordance with regulations promulgated by the Policy Office. The reasons therefor shall be made part of the contract file.
- [X] 38. TIME FOR COMPLETION: It is hereby understood and mutually agreed by and between the contractor and the Government that the time for delivery to final destination or the timely performance of certain services is an essential condition of this contract. If the contractor refuses or fails to perform any of the provisions of this contract within the time specified in the Purchase Order (from the date Purchase Order is acknowledged by vendor), then the contractor is in default. Defaults will be treated subject to and in accordance with the provisions of 2 GAR, Div. 4 § 6101(8)
- [X] 39. JUSTIFICATION OF DELAY: Bidders who are awarded contracts under this Solicitation, guarantee that the goods will be delivered to their destination or required services rendered within the time specified. If the bidder is not able to meet the specified delivery date, he is required to notify the Chief Procurement Officer of such delay. Notification shall be in writing and shall be receive by the Chief Procurement Officer at least twenty-four (24) hours before the specified delivery date. Notification of delay shall include an explanation of the causes and reasons for the delay including statement(s) from supplier or shipping company causing the delay. The Government reserves the right to reject delay justification if, in the opinion of the Chief Procurement Officer, such justification is not adequate.

- [X] 40. SERVICE-DISABLED VETERAN OWNED BUSINESS PREFERENCE: Bidding is subject to the policy in favor of Service-Disabled Veteran Owned Business as defined in 5 GCA sections 5011 and 5012.
- [X] 41. LIQUIDATED DAMAGES: When the contractor is given notice of delay or nonperformance as specified in Paragraph 1 (Default) of the Termination for Default Clause of this contract and fails to cure in the time specified, the contractor shall be liable for damages for delay in the amount of one-fourth of one percent (1%) of outstanding order per calendar day from date set for cure until either the territory reasonable obtains similar supplies or services if the contractor is terminated for default, or until the contractor provides the supplies or services if the contractor is not terminated for default. To the extent that the contractor's delay or non-performance is excused under Paragraph 15 (Excuse for Nonperformance or Delayed Performance) of the Termination for Default Clause of this contract, liquidated damages shall not be due the territory. The contractor remains liable for damages caused other than by delay. 2 GAR, Div. 4 §6101(d).
- [X] 42. PHYSICAL LIABILITY: If it becomes necessary for the Vendor, either as principal, agent or employee, to enter upon the premises or property of the Government of Guam in order to construct, erect, inspect, make delivery or remove property hereunder, the Vendor hereby covenants and agrees to take, use, provide and make all proper, necessary and sufficient precautions, safeguards and protections against the occurrence of any accidents, injuries or damages to any person or property during the progress of the work herein covered, and to be responsible for, and to indemnify and save harmless the Government of Guam from the payment of all sums of money by reason of all or any such accidents, injuries or damages that may occur upon or about such work, and fines, penalties and loss incurred for or by reasons of the violations of any territorial ordinance, regulations, or the laws of Guam or the United States, while the work is in progress. Contractor will carry insurance to indemnify the Government of Guam against any claim for loss, damage or injury to property or persons arising out of the performance of the Contractor or his employees and agents of the services covered by the contract and the use, misuse or failure of any equipment used by the contractor or his employees or agents, and shall provide certificates of such insurance to the Government of Guam when required.
- [X] 43. Contract will be cancelled if funds not appropriated or insufficient, and that government will timely inform contractor. 2 GAR, Div.4 §3121(e) (1) (C) and 2 GAR, Div.4 § 3121(e)(1)(D).
- [ ] 44. If cancelled, contractor will be reimbursed unamortized reasonably incurred non-recurring costs. 2 GAR, Div.4 § 3121(e) (1) (G).
- [X] 45. CONTACT FOR CONTRACT ADMINISTRATION: If your firm receives a contract as a result of this Solicitation, please designate a person whom we may contact for prompt administration.

| Name:    | Title:     |  |
|----------|------------|--|
| Address: | Telephone: |  |
|          |            |  |

# GOVERNMENT OF GUAM SEALED BID SOLICITATION INSTRUCTIONS

BID FORMS: Each bidder shall be provided with one (1) Solicitation form. Additional copies may be provided upon request.
Bidders requesting additional copies of said forms will be charged per page in accordance with 5 GCA § 10203 of the Government Code of Guam. All payments for this purpose shall be by cash, certified check or money order and shall be made payable to the General Services Agency (EO 86-24).

#### 2. PREPARATIONS OF BIDS:

- Bidders are required to examine the drawings, specifications, schedule, and all instructions. Failure to do so will be at bidder's risk.
- b) Each bidder shall furnish the information required by the Solicitation. The bidder shall sign the solicitation and print or type his name on the Schedule. Erasures or other changes must be initialed by the person signing the bid. Bids signed by an agent are to be accompanied by evidence of this authority unless such evidence has been previously furnished to the issuing office.
- c) Unit price for each unit offered shall be shown and such price shall include packing unless otherwise specified. A total shall be entered in the amount column of the Schedule for each item offered. In case of discrepancies between a unit price and extended price, the unit price will be presumed to be correct.
- d) Bids for supplies or services other than those specified will not be considered. Time, if stated as a number of days, means calendar days and will include Saturdays, Sundays, and holidays beginning the day after the issuance of a Notice to Proceed. Time stated ending on a Saturday, Sunday or Government of Guam legal holiday will end at the close of the next business day.
- e) No Entitlement To Preparation Costs the bidder expressly waives any right it may have against the government for any expenses incurred in connection with the preparation of its bid.
- 3. EXPLANATION TO BIDDERS: Any explanation desired by a bidder regarding the meaning or interpretation of the Solicitation, drawings, specifications, etc., must be submitted in writing and with sufficient time allowed for a written reply to reach all bidders before the submission of their bids. Oral explanations or instructions given before the award of the contract will not be binding. Any information given to a prospective bidder concerning a Solicitation will be furnished to all prospective bidders in writing as an amendment to the Solicitation if such information would be prejudicial to informed bidders.
- 4. PRE-OPENING MODIFICATION OR WITHDRAWL OF BIDS: Bids may be modified or withdrawn by written notice received in the Government designated in the Invitation for Bid (IFB) prior to the due date. A telegraphic modification or withdrawal received by telephone from the receiving telegraph company office prior to the time and date of set for submission/opening will be effective if the telegraph company confirms the telephone message by sending a written copy of the telegram showing that the message was received at such office prior to the due date.
- 5. ACKNOWLEDGEMENT OF AMENDMENTS TO SOLICITATIONS: Receipt of an amendment to a Solicitation by a bidder must be acknowledged by signing an acknowledgement of receipt of the amendment. Such acknowledgement must be received prior to the hour and date specified for receipt of bids.

#### **SUBMISSION OF BIDS:**

- a) Bids and modifications thereof shall be enclosed in sealed envelopes and addressed to the office specified in the Solicitation. The bidder shall show the hour and date specified in the Solicitation for receipt, the Solicitation number, and the name and address of the bidder on the face of the envelope.
- b) Telegraphic bids will not be considered unless authorized by the Solicitation. However, bids may be modified or withdrawn by written or telegraphic notice, provided such notice is received prior to the hour and date specified for receipt (see paragraph 6 of these instructions).
- c) Samples of items, when required, must be submitted within the time specified, unless otherwise specified by the Government, at no expense to the Government. If not destroyed by testing, samples will be returned at bidder's request and expense, unless otherwise specified by the Solicitation.
- d) Samples or descriptive literature should not be submitted unless it is required on this solicitation. Regardless of any Attempt by a bidder to condition the bid, unsolicited samples or descriptive literature will not be examined or tested at the bidder's risk, and will not be deemed to vary any of the provisions of this Solicitation.
- FAILURE TO SUBMIT BID: If no bid is to be submitted, do not return the solicitation unless otherwise specified. A letter or postcard shall
  be sent to the issuing office advising whether future Solicitations for the type of supplies or services covered by this Solicitation are
  desired.

## 7. LATE BID, LATE WITHDRAWALS, AND LATE MODIFICATIONS:

- a) Definition: Any bid received after the time and date set for receipt of bids is late. Any withdrawal or modification of a bid received after the time and date set for opening of bids at the place designated for opening is late (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).
- b) Treatment: No late bid, late modification, or late withdrawal will be considered unless received before contract award, and the bid, modification, or withdrawal would have been timely but for the action or inaction of territorial personnel directly serving the procurement activity.

DOA Form 295-Revised 2/89

- 8. CANCELLATION OR REVISION OF BID: This IFB may be canceled, or any and all bids may be rejected in whole or in part as may be pursuant to GAR § 3115, when it is in the best interest of the Government. Additionally, in accordance with GAR § 9105, if prior to award it is determined that a solicitation or proposed award of a contract is in violation of the law, then the solicitation or proposed award shall be canceled or revised to comply with the law. The reasons therefore shall be made part of the contract file.
- 9. <u>REJECTION OF BIDS:</u> Any bidder submitted in response to this IFB may be rejected in whole or in part with it is in the best interest of the Government, in accordance with GAR § 3115(e). Reasons for rejecting bids include but are not limited to: (1) The business that submitted the bids is non-responsive as determined under GAR § 3116; (2) The bid ultimately fails to meet the announced requirements of the Government in some material respect; or (3) The bid price is clearly unreasonable. Upon request, unsuccessful bidders shall be advised of the reasons for rejection.

When bids are rejected, or a solicitation canceled after bids are received, the bids which have been opened shall be retained in the procurement file, or if unopened, returned to the bidders upon request, or otherwise disposed of pursuant to GAR § 3115(g).

- 10. TERMINATION OF CONTRACT: 1. TERMINATION OF CONVENIENCE PURSUANT TO GAR § 6101(10)
  - (a) Termination: The Government, when the interest of the Government so requires, may terminate this contract in whole or in part, for the Convenience of the Government. The Purchasing Agency shall give written notice of the termination to the contractor specifying the part of the contract terminated and when termination becomes effective.
  - (b) Contractor's Obligations: The contractor shall incur no further obligations in connection with the terminated work and on the date set in the notice of termination the contractor will stop work to the extent specified.
  - (c) Condition of Termination: Notwithstanding the foregoing, the cessation of services for people requiring services shall be contingent upon the Government obtaining a substitute provider for the services and the contractor shall cooperate by taking all reasonable and necessary steps to ensure that services are not interrupted and transferred to the succeeding provider. The contractor shall issue a written memorandum detailing the status of the contractor's ongoing services initiating termination or any fault of either party.
- 11. CONTRACT DISPUTES: 5 GCA § 5427 is applicable to controversies between the Government and a contractor which arise under, or by virtue of, a contract between them. This includes without limitation controversies based upon breach of contract, mistake, misrepresentation, or other cause for contract modification reformation, or rescission. The word *controversy* is meant to be broad and all-encompassing. It includes the full spectrum of disagreements from pricing of routine contract changes to claims of breach of contract.

All controversies between the Government and the contractor which arise under, or are by virtue of, this contract and which are not resolved by mutual agreement, shall be decided by the Government in writing, within 60 days after written request by the contractor for a final decision concerning the controversy; provided, however, that if the Government does not issue a written decision, within 60 days after written request for a final decision, or within such longer period as may be agreed upon by the parties, then the contractor may proceed as if an adverse decision had been received.

The Government shall immediately furnish a copy of the decision to the contractor, by certified mail, return receipt requested, or by any other method that provides evidence of receipt, including (1) a description of the controversy; (2) a reference to pertinent contract provisions; (3) a statement of the factual areas of agreement or disagreement; (4) a statement of the Office's decision, with supporting rationale; and a paragraph substantially as follows:

This is the final decision of the Government.

You may seek any administrative or judicial review authorized by law.

Any such decision shall be final and conclusive, unless fraudulent, or the contractor brings an action seeking judicial review of the decision in the Superior Court of Guam. The contractor shall comply with any decision of the Government of the and proceed diligently with performance of the contract pending final resolution by the Superior Count of Guam for any controversy arising under, or by virtue of, the contract; provided the contract where the Government has made a written determination that continuation of work under the contract is essential to the public health and safety.

- 12. MANDATORY DISPUTES RESOLUTION CLAUSE: In the event of a conflict between this "Mandatory Disputes Resolution Clause" and any other terms in this contract, it is the intent of the government of Guam and the contractor that the terms of this clause are to be given precedence.
  - (1) Disputes Contractual Controversies. The government of Guam and the contractor agree to attempt resolution of all controversies which arise under, or are by virtue of, this contract through mutual agreement. If the controversy is not resolved by mutual agreement, then the contractor shall request the head of the purchasing agency, or their designee, in writing to issue a final decision within sixty days after receipt of the written request in keeping with 5 GCA § 5427(c). The head of the purchasing agency or their designee shall immediately furnish a copy of the decision to the contractor, by certified mail with a return receipt requested, or by any other method that provides evidence of receipt.
  - (2) Absence of a Written Decision within Sixty Days. If the head of the purchasing agency, or their designee does not issue a written decision within sixty days after written request for a final decision, or within such longer period as may be agreed upon by the parties, then the contractor may proceed as though the head of the purchasing agency, or their designee had issued a decision adverse to the contractor.
  - (3) Appeals to the Office of Public Accountability. The head of the purchasing agency, or their designee's decision shall be final and conclusive, unless fraudulent or unless the contractor appeals the decision administratively to the Public Auditor in accordance with 5 GCA § 5706.

- (4) Disputes Money Owed To or By the Government of Guam. This subsection applies to appeals of the government of Guam's decision on a dispute. For money owed by or to the government of Guam under this contract, the contractor shall appeal the decision in accordance with the "Governments Claims Act", 5 GCA § 6101 et. Seq., by initially filing a claim with the Office of the Attorney General no later than eighteen months after the decision is rendered by the government of Guam or from the date when a decision should have been rendered. For all other claims by or against the government of Guam arising under this contract, the Office of the Public Auditor has jurisdiction over the appeal from the decision of the government of Guam. Appeals to the Office of the Public Auditor must be made within sixty days of government of Guam's decision or from the date the decision should have been made.
- (5) Exhaustion of Administrative Remedies. The contractor shall exhaust all administrative remedies before filing an action in the Superior Court of Guam in accordance with applicable laws.
- (6) Performance of Contract Pending Final Resolution by the Court. The contractor shall comply with the government of Guam's decision and proceed diligently with performance of this contract pending final resolution by the Superior Court of Guam of any controversy arising under, or by virtue of, this contract, except where the contractor claims a material breach of this contract by the government of Guam. However, if the head of the purchasing agency determines in writing that continuation of services under this contract is essential to the public's health or safety, then the contractor shall proceed diligently with performance of the contract notwithstanding any claim of material breach by the government of Guam.
- 13. CONTRACT REMEDIES: Remedies pursuant to 2 GAR § 9101. Any dispute arising under or out of this contract is subject to the provisions of Chapter 9 (Legal and Contractual Remedies) of Guam Procurement Regulations (GAR chapter 9)

#### DISCOUNTS:

- a) Notwithstanding the fact that prompt payment discounts may be offered, such offer will not be considered in evaluating bids for award unless otherwise specified in the Solicitation. However, offered discounts will be taken if payment is made within the discount period, even though not considered in the evaluation of bids.
- b) In connection with any discount offered, time will be computed from date of delivery and acceptance of the supplies to the destination as indicated in the purchase order or contract. Payment is deemed to be made for the purpose of earning the discount on the date of mailting of the Government check.
- 14. GOVERNMENT FURNISHED PROPERTY: No material, labor or facilities will be furnished by the Government unless otherwise provided for in the Solicitation.
- 15. <u>SELLER' INVOICES</u>: Invoices shall be prepared and submitted in quadruplicate (one copy shall be marked "original") unless otherwise specified. Invoices shall be "certified true and correct" and shall contain the following information: Contract and order number (if any), item numbers, description of supplies or services, sizes, quantities, unit prices, and extended total. Bill of lading number and weight of shipment will be shown for shipments made on Government bills of lading.
- 16. RECEIPT, OPENING AND RECORDING OF BIDS: Bids and modifications shall be publicly opened in the presence of one or more witnesses, at the time, date, and place designated in the Invitation for Bids. The name of each bidder, the bid price, and such other information as is deemed appropriate by the Procurement Officer, shall be read aloud and recorded, or otherwise made available. The names and addresses of required witnesses shall be recorded at the opening. The opened bids shall be available for public inspection except to the extent the bidder designates trade secrets or other proprietary data to be confidential as set forth in accordance with Section 12, below. Material so designated shall accompany the bid and shall be readily separable from the bid in order to facilitate public inspection of the non-confidential portion of the bid. Prices, makes and models or catalogue numbers of the items offered, deliveries, and terms of payment shall be publicly available at the time of bid opening regardless of any designation to the contrary (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).
- 17. CONFIDENTIAL DATA: If a bidder considers any information submitted in its bid to be confidential, the bidder must identify in writing to the Government those portions which it considers confidential, and must request in writing that those portions be kept confidential. Only trade secrets and proprietary data will be considered confidential. If there is a request for confidentiality, the Government will render a decision on the request as soon as practicable after bids are opened. The Government will advise any bidder requesting confidentiality, of the Government's decision in writing. If the Government does not agree with a bidder's request, then the Government will inform the bidder that it may lodge a protest regarding any part of the Government's decision by following the procedure for protests outlined in Chapter 9 of the Guam Procurement Regulations.
- 18. PROHIBITION AGAINST GRATUITIES AND KICKBACKS: With respect to this procurement and any other contract that bidder may have or wish to enter into with the Government, the bidder represents that he/she has not violated, is not violating, and promises that he will not violate the prohibition against gratuities and kickbacks set forth in the Guam Procurement Regulations GAR § 11170(e)
- 19. <u>STATEMENT OF QUALIFICATIONS</u>: The ability capacity and skill of the Bidders to perform; Whether the bidder can perform promptly or within the specified time; The quality of performance of the Bidder with regards to awards previously made to him; The sufficiency of the financial resources and ability of the bidders to perform; And the compliance with all of the conditions to the solicitation.
- 20. <u>WAGE AND BENEFIT COMPLIANCE-CONTRACTORS PROVIDING SERVICES:</u>
  - (a) Contractor with regard to all person its employs whose purpose in whole or in part is the direct delivery of services contracted for with the Government of Guam in this procurement, shall pay such employees in accordance with the Wage Determination for Guam and the Northern Marianas Islands issued and promulgated by the U.S. Department of Labor for such labor as is employed in the direct deliverance of deliverables to the government of Guam. 5 GCA § 5801 Contractor shall be responsible for flowing down this obligation to its subcontractors.

- (b) The Wage Determination most recently issued by the U.S. Department of Labor at the time this Agreement was awarded to Contractor shall be used to determine wages and benefits which shall be paid to employees pursuant to this clause. 5 GCA § 5801
- (c) Should any contract contain a renewal clause, then at the time of renewal adjustments there shall be stipulations contained in that contract for applying the Wage Determination, so that the Wage Determination promulgated by the U.S Department of Labor on a date most recent to the renewal date shall apply. 5 GCA § 5801
- (d) In addition to the Wage Determination detailed above, health and similar benefits for employees having a minimum value as detailed in the wage Determination issued and promulgated by the U.S. Department of Labor shall apply. Contractor shall pay a minimum of ten (10) paid holidays per annum per employee. 5 GCA § 5802

Any violation of Contractor or its sub-contractor(s) obligations of this section shall be investigated by the Guam Department of Labor and may include a monetary penalty assessment by the Guam Department of Labor of no less than One Hundred Dollars (\$100.00) per day, and no more than One Thousand Dollars (\$1,000.00) per day, until such time as a violation has been corrected, as well as the payment of all back wages and benefits due. 5 GCA § 5803

(f) In addition to any and all other breach of contract actions the Government of Guam may have under this procurement, in the event there is a violation in the process set forth in subsection (e) above, Contractor may be placed on probationary status by the Chief Procurement Officer of the General Service Agency, or its successor, for a period of one (1) year.

During the probationary status, a Contractor shall not be awarded any contract by any instrumentality of the Government of Guam. A Contractor who has been placed on probationary status, or has been assessed a monetary penalty pursuant to 5 G.C.A. Article 13 Title 5 may appeal such penalty or probationary status to the Superior Court of Guam. 5 GCA § 5804

- (g) Contractor along with all proposed offerors and submitter under this procurement were required to submit a Declaration of Compliance with Wage Determination laws as part of this procurement with a copy of the most recent Wage Determination for Guam and the Northern Marianas Islands issued and promulgated by the U.S. Department of Labor. 5 GCA §5805
- (h) The applicable USDOL Wage Determination Rate Revision (as defined by subsections (b) and (c)) is to this Agreement. Contractor agrees to provide upon written request by the Government of Guam written certification of its compliance with its obligations as part of each invoice, along with the names of any employees, their positions, and detailed wage and benefits paid in keeping with this section. Additionally upon request by Government of Guam the Contractor shall submit source documents as to those individuals provide direct services in part or whole under this Agreement and its payments to them of such wages and benefits.
- 21. <u>ETHICAL STANDARDS</u>: With respect to this procurement and any other contract that the Contractor may have, or wish to enter into, with Any government of Guam agency, the Contractor represents that it has not knowingly influenced, and promises that it will not knowingly influence, any government employee to breach any of the ethical standards set forth in the Guam Procurement Law and in any of the Guam Procurement Regulations. GAR § 11103(b)
- 22. PROHIBITION AGAINST CONTINGENT FEES: The Contractor represents that he has not retained any person or agency upon an Agreement or understanding for a percentage, commission, brokerage, or other contingent arrangement, except for retention of bona fide employees or bona fide established commercial selling agencies, to solicit or secure this Agreement or any other contract with the government of Guam or its agencies. GAR § 11108(f)
- 23. CONTRACTOR'S WARRANTY AS TO EMPLOYEES AND SEX OFFENSES. Reference 5 GCA 5253 (b): Contractor warrants that no person providing services on behalf of the Contractor has been convicted of a sex offense under the provisions of Chapter 25 of Title 9 of GCA or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry.

Contractor warrants that if any person providing services on behalf of Contractor is convicted of a sex offense under the provisions of Chapter 25 of Title 9 GCA, or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry, that such person will be immediately removed from working at said agency and that the administrator of said agency be informed of such within twenty-four (24) hours of such conviction. Any contactor found in violation of this section, after notice from the Government of Guam, after notice from the contracting authority of such violation, shall within twenty-four (24) hours, take corrective action and shall report such action to the contracting authority. Failure to take corrective action with the stipulated period may result in the temporary suspension of the contract at the discretion of the Government of Guam.

24. POLICY IN FAVOR OF SERVICE-DISABLED VETERAN OWNED BUSINESSES: P.L. 31-115 (September 20, 2011) 5 GCA § 5011 and § 5012 In the procurement of any supply or service, (except for professional services), if such supply or service is offered by a Service-Disabled Veteran Owned Business "SDVOB", as defined in 5 GCA § 5012, that is at least fifty one percent (51%) owned by service-disabled veteran(s), and if the supply or service is available within the period that is required for the procurement, and the price for the supply or service does not exceed one hundred five percent (105%) of the lowest bidder price, a preference shall be given to that SDVOB by the Government of Guam, and the supply or service shall be purchased from said SDVOB. This shall be in addition to any other procurement benefit the SDVOB may qualify for under Guam law. A business concern is a qualified SDVOB if: (a) the business concern is licensed to do business on 7Guam; (b) the business concern maintains its headquarters on Guam; (c) the business concern is at least fifty-one (51%) owned by a service-disabled veteran(s) who served in the active U.S. military service, was discharged or released under honorable conditions and whose disability is service-connected as demonstrated by a DD214, and certified by an award letter from the U.S. Department of Veterans Affairs; the DD214 and Disability award letter from U.S. Department of Veterans Affairs are submitted to the Government of Guam procuring agency for every service offered; and the service disabled veteran(s) owner(s) of the business concern has filed individual tax returns on Guam for a period of at least three (3) consecutive years.

- 25. CERTIFICATION OF INDEPENDENT PRICE DETERMINATION: The undersigned Bidder certifies that the bid price submitted was Independently arrived at without collusion GAR § 3126
- 26. <u>LICENSING OR CERTIFICATE(S) OF EXEMPTIONS</u>: Bidders are cautioned that the Government will not consider for award any offer submitted by a bidder who cannot comply with the Guam Licensing Law. Specific information on license or exemptions may be obtained from the Director of Revenue and Taxation.
- 27. <u>EQUAL EMPLOYMENT OPPORTUNITY:</u> Bidder shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that employees are treated equally during employment without regards to their race, color, religion, sex, or national origin.
- 28. DISCLOSURES OF MAJOR SHAREHOLDERS: (5 GCA § 5233)

As a condition of submitted a bid, any partnership, sole proprietorship or corporation doing business with the Government of Guam shall submit an affidavit executed under oath that lists the name and address of any person who has held more than ten percent (10%) of the outstanding interest or shares in said month period immediately preceding submission of proposal.

| ITEM<br>NO. | DESCRIPTION   | QTY/       | 'UOM       | UNIT<br>PRICE | PRICE<br>EXTENSION |
|-------------|---|------------|------------|---------------|--------------------|
|             | PROMOTIONAL ITEMS:  |            |            |               |                    |
| 1.1         | Bags: 13" x 15" x 10" with 18" 15" x 13" x 10" Double Laminated Wipeable handles, insulated non-woven grocery, tote with poly board insert with polyester fiber combined weight of 258 gram with interior bottle holder and zippered and pocket, 1-color 1-location imprint                         | 500        | PCS        |               |                    |
| 2.1         | Larger Non-Woven Grocery Tote Constructed 15" x 13" x 10" Double Laminated Wipeable of 80 GSM non-woven Polypropylene Reinforced bottom inserts and 10 gusset for increased storage capacity, color navy blue 15" H x 13" W x 10" D, Imprint color: Standard four-color imprint on single location, | 500        | PCS        |               |                    |
| 3.1         | 14" X 11" 80GRM Heat-Sealed Non-Woven<br>Die-Cut Handle Bag, 1-color 1-location imprint   | 500        | PCS        |               |                    |
| 4.1         | 15" x 13" x 10" Double Laminated Wipeable<br>Grocery Tote and exterior with double<br>Handles and supportive bottom board,<br>1-color 1-location imprint  | 500        | PCS        |               |                    |
| 5.1         | Planner: 200 pieces, 8-1/2" x 11" simulated leather, 14 month calendar with custom black imprint page(s) insert, foil stamped on front  |            |            |               |                    |
| 6.1         | of calendar Lanyard: 500 pieces, 3/4" nylon web material lanyard with svivel j-hook and accessory loop, 1-color 1-location imprint  | 200<br>500 | PCS<br>PCS |               |                    |
| 7.1         | 5.75" 2-1 Pen/Highlighter double design with matching trim, 1-color 1-location imprint  | 500        | PCS        |               |                    |
| 8.1         | .34" x 5.74" Plastic name brand Pen with blue writing ink Retrieving data. Wait a few seconds and try to cut or copy again, 1-color imprint   | 500        | PCS        |               |                    |
| 9.1         | .34" x 5.74" Plastic name brand Pen with blue writing ink 1-color 1-location imprint  | 500        | PCS        |               |                    |
| 10.1        | Pens: ink joy retractable pen with grip, 1-color 1-location imprint   | 1000       | PCS        |               |                    |
| 11.1        | 2.75" x 2.75" x 2.75" Emoticon stock graphic Stress Ball Stock Graphic and 1-color imprint  | 500        | PCS        |               |                    |
|             | Imprint messages: SNAP-Ed's5-2-1 Almost Non-Project: 5 servings of fruits and vegetables per day 2 hrs or less of screen time per day 1 hour of physical activity per day Almost none of sugared beverages per day  |            |            |               |                    |
|             | This is funded by USDA/FNS FY-2021 SNAP-Ed grant  |            |            |               |                    |
|             | Imprint Dimension: Front or back: 10" H x 7" W to include layout.   | 3,333      | PCS        |               |                    |

These specifications were prepared by the staff of Department of Public Health and Social Services, Ms. Arlene Reyes, Administrative Assistant, and approved by Mr. Arthur U. San Agustin, MHR, Director DPHSS.